

# 2021/2022 Annual Report



## MISSION STATEMENT:

*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*





## Congregational Meeting Agenda, May 22rd, 2022

(Held in person and over Zoom)

### OPENING

Call to Order Alan Swanson, Board President  
 Establishment of Quorum Joe Rasmussen, Past President & Parliamentarian  
 Chalice Lighting & Opening Words Rev. Diana Smith, Minister

### ACTION ITEMS

**Vote to approve the December 19th, 2021 Minutes** Alan Swanson  
 Recognition of Outgoing Committee Members Alan Swanson  
 Presentation of Leadership Nominees Sue Otto, LDC

#### Election of Officers

Board of Trustees (3)  
 Leadership Development Committee (1)  
 Endowment Committee (1)

#### Reports by the Board of Trustees

President's Report Alan Swanson  
 Treasurer's Report Mike Pavelich

The Eighth Principle

#### Vote to Endorse the Eighth Principle for adoption by the UUA

### CLOSING

Extinguishing the Chalice, & Closing Words Rev. Diana Smith  
 Motion for Adjournment Alan Swanson

### Outgoing Members of Elected Committees

The Board of Trustees, Leadership Development Committee, and the entire congregation thank the members of our elected committees and Board whose terms are ending for their service to UUS:

#### Board of Trustees

Joe Rasmussen, Past-President  
 Paula Miller, Secretary  
 John Raley, Finance Trustee

#### Leadership Development Committee

Marsha Cheyney

#### Endowment Committee

Gary Lawrenson

### Slate of Leadership Nominees

The Leadership Development Committee is pleased to announce this year's nominees for positions on the LDC, Endowment Committee, and Board of Trustees. We sincerely thank them for their willingness to serve:

#### Board of Trustees

John Bowman, Vice-President  
 Christine Etler, Secretary  
 Jerry Wetlaufer, Finance Trustee

#### Leadership Development Committee

Phil Beck

#### Endowment Committee

Paul Pomrehn



*(Left) Members of the UUS Board of Trustees present the agenda for the December 19th, 2021, Congregational Meeting before a mostly virtual audience.*

## From Your Board President, Alan Swanson

As you'll see throughout this annual report, the 2021-22 year was one of many accomplishments by committees, teams, task forces, covenant groups, individual congregants, staff, and the Board of Trustees. We all continued to adapt in a time of pandemic, looking forward to a complete reopening, now with new ways of looking at opportunities. Our congregation remains resilient and connected, with untold good works ahead.

The Board and staff continue to bolster the new shared ministry model of governance begun in 2019. The dual model steadies our direction, giving our minister leadership and responsibility for UUS staff, retaining the Board's business and fiduciary role, and focusing jointly to enhance our mission and vision.

A major focus this year was the Balance and Growth Initiative (BGI), a Board-formed group led by Vice President Rochelle Honey-Arcement and drawing valuable input from Treasurer Mike Pavelich, the Finance Committee led by John Raley, the Mission and Vision Committee led by Hazel Seaba and Diana Henry, and from many other individuals and sources. Following many years of worthy ideas and programs that unfortunately resulted in a systemic funding deficit, the BGI was asked to devise a two-year plan to balance the operating budget through cost-savings, stewardship, entrepreneurial new sources of income, and launch-assistance funds from non-corpus General Endowment funds—and to devise measurement markers for progress guidelines. Remaining at the forefront during this process was

and is the advancement of the mission and vision of UUS. The membership approved the new two-year plan along with the 2022 budget at the December 19th, 2021, Congregational Meeting.

With our goal clearly before us, the BGI, Board, and staff began to look for ways to implement new income and outreach ideas: expanding rentals of our facilities, launching a concert series to expose more people to UUS, and other collaborative events in our facilities that involve community organizations that share our values. Along with

this, UUS job openings were filled by candidates whose talents included ideas for outreach activities. Another vital and major part of the budget formula was the annual Stewardship Campaign, which raised its proposed share of operating budget funds for 2022, happily surpassing its \$420,000 goal with strategic assistance from several generous anonymous challenge gifts.

There were several staff changes this year, and we sought to make these individuals aware in advance of UUS community outreach goals arising from BGI discussions. They each could play a community role along with their important internal impact.

In late summer/early fall, we welcomed Director of Congregational Music Alex Heetland and Staff Pianist and Music Outreach Director Hsin-Hui Liu. Their creativity and entrepreneurial spirit are already having a positive impact. While a search was conducted for a new Director of Lifetime Religious Education we needed a Religious Education Coordinator to keep our RE programs strong and our volunteers fully utilized, and this dedicated, experienced person was UUS member Anna Rode. The DLRE search was completed with the hiring of Nic Kaplan, announced in April with a start date of June 12th. To help meet the BGI's increased income/rental goals, experienced staff member Peggy Garrigues's title was changed from Director of Congregational Life to Director of Congregational and Community Outreach, expanding her role. At the time of this writing, a search is underway to replace our Building Steward, Ron Wright, who has served us well.

A second major ongoing focus has been gauging COVID's roller-coaster effects as we plan programs, access, and inclusion around them. Late in 2021-22 the dangers of our COVID environment began to improve, partly because of this area's and our health-conscious congregation's high vaccination rates. As a result, with great appreciation to the original expert COVID task force that served us with professional caution over many months, the Board this year authorized a COVID Safer Gathering Plan, written and monitored by Rev. Diana and staff, with volunteers on call if needed to advise on issues that might arise. The original COVID team's carefully thought-out phases 1-5 will be retained in case they're needed in the future.



*(President's Report continues on next page)*





*(Left) In August 2021, The AV and Worship Teams began to experiment with multiplatform services as we slowly welcomed the congregation back to UUS*

*(President's Report, continued)*

Related to the above was UUS experimentation with technology and staff/volunteers to implement multiplatform programming and Sunday services. This began with Zoom for online participants, including multiple discussion groups during "coffee hour." Experimentally, in April 2022, we added YouTube streaming of the Sunday service, and this was adopted in May, retaining Zoom for interactive sessions only. There remain a few multiplatform equipment needs, and I feel certain these will be considered favorably by the Finance Committee and Board. Several times during the year, AV adjustments of various kinds were made as volunteers and staff became more adept and experienced, all efforts worthwhile for our future—long after COVID times. We now experience a new and positive paradigm that will continue to offer multiplatform options that enable people to attend online when they're out of town, ill, disabled, face local transportation difficulties, or have family circumstances that periodically would otherwise prevent attendance. Multiplatform capability also allows some UUS meetings to be held more conveniently (sometimes with short notice).

A third major focus of the year was encouraged by the Board in February when the trustees unanimously supported that the UUS endorse the Eighth Principle ([www.8thprincipleuu.org](http://www.8thprincipleuu.org)) for adoption by the UUA and that this be presented as a motion at UUS's May 22nd, 2022, Congregational Meeting. Leading up to the congregational vote there were minister messages, covenant group discussions, six after-service interactive presentations, and a very important online afternoon workshop on May 7th, 2022.

A few other highlights of the year—far from an exhaustive list: In the fall the Land Ministry Team worked on various enhancements to our grounds, including a well-designed, nature-embracing memorial garden, play spaces, walkways, and planted beds. The UUS Memorial Garden was commissioned following the May 8th Sunday service. Inside our building a major improvement this year was the installation of a wooden ceiling in the welcoming space and fellowship hall to match the sanctuary, made possible by an anonymous gift from a generous member.

On October 24th, 2021, UUS hosted a meaningful multiplatform installation of Rev. Diana Smith. Distinguished speakers, visitors, and congregants, present and online, honored the covenant that binds our minister with the congregation.

In January at the Board Retreat and in several subsequent meetings, the trustees focused on creating annual questions for the congregation that will help guide the ministerial vision for 2022-23. Subject to

change they are: 1) How can the congregation and UUS staff help you grow? 2) How do we grow our connections given our multiplatform service format? 3) What messages and/or actions will help the UUS introduce itself to and engage the surrounding communities? 4) What can UUS do to increase members' participation in both the UUS's and the surrounding communities' racial and social justice programs?

During 2021-22 the UUS welcomed 18 new members, almost double the number who joined in 2020-21, a sign that our values, programs, and new outreach efforts have continued to attract others despite COVID—or perhaps even partly because of greater accessibility through multiplatform options created initially as a response to COVID. The year was filled with challenges and opportunities, and the trustees bonded as a creative and caring force for mission and vision progress each time we met. I remain optimistic about UUS's future. I am appreciative to all congregants for supporting the Board, minister and staff, and each other—and for the valuable role each of you plays to help make all things better.

Caring and acting together,

Alan Swanson







### From Your Minister, Rev. Diana Smith

Dear Ones,

Reflecting on this year, I am aware of how it has been characterized by change, adaptation, learning, and growth, as well as by deepening relationship. When the Board and I developed UUS's annual vision of ministry to direct our programming focuses for the 2021-22 congregational year, we knew that "Connecting with Ourselves, Each Other, and the Wider Community" felt like the right focus coming out of the initial phases of the pandemic and looking at the challenges and opportunities that UUS and the wider community face. But we didn't know how finding ways to respond to pandemic surges tied to new variants of COVID would affect us as exhaustion and strain deepened. We also didn't know how the changing political and natural environment would call us more fully into our justice work and strengthen our resolve to be a beacon of fierce love in Iowa.

These and other factors have brought us new opportunities for ministry within this congregation and in the wider community throughout this year. In this annual report, you'll read about many aspects of this shared ministry. Below you'll read about the focuses of my ministry and you'll notice that each of my activities connects with other teams, committees, and groups whose reports you'll find in later pages. This is because all of our ministries are partnerships. We are a stronger congregation for that, particularly since we've been developing what it means to be a community of communities where various groups each play their own role, together creating what we know as this congregation's ministry.

One of the major threads of ministry this year has been developing multiplatform congregational life. It's amazing to recall that a year ago our Sunday worship services were still online and small groups were just beginning to meet in person. Last summer, then-Publicity and AV Coordinator Jeff Walberg worked with board members, outside consultants, and other volunteers to get the first phase of our new AV equipment installed and running in the sanctuary and conference room. On August 8th, 2021, we had our first multiplatform worship service. We grew from there. Going multiplatform has meant the worship team, musicians, and AV team have needed to continually experiment, grow, and adapt.

As we've gained more familiarity with multiplatform worship services, more members have begun leading parts of services. This spring many groups helped with our exploration of Unitarian Universalism's Six Sources, and throughout the year our justice groups, worship associates, youth, and guests CB Beal, affiliated minister Rev. Lois Cole, Dr. Mary Cohen, Rev. Sunshine Wolfe, the Church of the Larger Fellowship, and UUA programs have shared special services with us. We also held special alternative afternoon and evening vespers services and experimented with Spirited Sundays to help create more opportunities for play and spiritual practice.

*(Minister's Report continues on next page)*



*(Above) Many guest speakers and service leaders joined us this year. A few of many:  
The Green Sanctuary Team's "Water is Life" service on October 10th, 2021 (left);  
Lori Enloe's Tai Chi Spirited Sunday on January 30th, 2022 (middle);  
and Rev. Lois Cole's "Epiphany" service on January 9th, 2022 (right).*



*(Minister's Report, continued)*

Another major thread was pastoral care for the congregation. When we lost members of our congregation, we returned to holding memorial services, including for some members who had died earlier in the pandemic when larger gatherings weren't possible. The congregation built the long-envisioned memorial garden, which was commissioned in May. I began a new pattern of monthly training/professional development with the Pastoral Care Team and began expanding our team. I also facilitated bringing trauma-informed training and practices to staff and lay leader teams.

We continued and expanded practices and events that welcomed the community and made fuller use of the grounds. This year these included water communion, haunted trails and trunk or treat, Pride, winter Solstice, a Divali program in partnership with the Suchona community, Earth Day events, and flower communion. We also deepened our community partnerships as our Immigration Action Team welcomed refugees from Myanmar and prepared to welcome more from Afghanistan, through our Green Sanctuary activism and outreach, with our Share the Plate partners, and by having a strong presence at Iowa City Pride. Our initial listening campaign in the fall of 2021 was accomplished through the care of many members and a partnership with the Johnson County Interfaith Coalition. We also welcomed and connected with the wider community as part of my installation service in October 2020. Many members helped make this service a meaningful event even as the changing pandemic situation complicated the service.

We learned together this year and grew in our justice work. Some initiatives I led included a sermon-writing class that I hope to offer every other year, two board common reads (*Trauma Stewardship* and *How to Lead When You Don't Know Where You're Going*), and am beginning leading Trans Inclusion in Congregations.

I'm delighted I could also be part of leading the congregation's consideration of the 8th Principle, developing a Radical Welcome Team, and revising our justice work.

We experienced many staffing changes this year. Alex Heetland joined us as Director of Congregational Music and Hsin-Hui Liu joined us as Staff Pianist and Music Outreach Coordinator. Both have been fabulous additions to our staff, bringing creativity, developing options for congregational music-making during the pandemic, and developing our new concert series. Marsha Thrall joined us as Director of Lifespan Religious Education from August through December 2021. Following Marsha's departure, former Religious Education (RE) Assistant Anna Rode became our RE Coordinator from January through June 2022. Nic Kaplan will join us as our new DLRE in June 2022. In addition, Peggy Garrigues' position changed mid-year to become the Director of Congregational and Community Engagement. Peggy's new position is helping us begin to deepen our engagement with the wider community, increase rentals, and develop new programming. This spring we're hiring new Facilities and Communications Coordinators positions consolidated from ones that became empty during the pandemic. Throughout the year I've worked with the Personnel Committee on policy updates and instituting new personnel systems.

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***Water Communion on September 12th, 2021, was one of several "Watch Party" services, where the service was led from the Sanctuary and streamed to congregants seated outside and to at-home viewers. This allowed for more participation and interaction while COVID prevented in-person services.***

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*(Minister's Report, continued)*

This year has also seen us working to rebalance our budget while also developing and expanding our vision of ministry. It's been deeply meaningful to work with the Balance and Growth Initiative (BGI), Board of Trustees, Stewardship Team, Leadership Development Committee, and many others on this.

Finally, in February I was notified that I am now in full fellowship with the Unitarian Universalist Association, a marker that concludes almost a decade of study, training, and work. I often compare achieving full fellowship to being granted tenure. I also am ending my three years serving on the Church of the Larger Fellowship's Nominating Committee, where I had the joy of helping the CLF board develop the capacity for people with incarceration experience to serve on the CLF board. Ending this service and achieving full fellowship opens up new opportunities for serving our wider religious movement.

As you read the rest of this annual report, I hope you will spend some time on the practice of gratitude. This congregation and the people who make it the community it is are remarkable. The amount we have done together during a pandemic and in the midst of a difficult environment is astounding. We've developed opportunities to connect with ourselves, each other, and the wider community. And as we look towards next year, what we've created together and the needs of this congregation and the wider community invite us to lean ever more fully into creating beloved community, creating what love looks like in public.

Respectfully Submitted,  
Rev. Diana Smith, Minister



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***Rev. Diana led several special services this past year. A few include: "Loving All of Us: Trans Day of Remembrance" on November 14th, 2021 (above); "Holding Our Beloveds" on October 31st, 2021 (top right); "Growing, Together! Flower Communion" on May 8th, 2022 (below); and the Commissioning of the Memorial Garden, also on May 8th (bottom right)***

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*(Above) Rev. Diana Smith was installed as our Settled Minister in a multiplatform service on October 24th, 2021.*



## Leadership Development Committee

*Current Members: Marsha Cheney, Dave Gallaher, Sue Otto, Ron Pile, and Susan Salterberg*

The Leadership Development Committee (LDC) is made up of five members who are elected by the congregation. We meet about 12-14 times per year, including a retreat. We work with the director of congregational life, the minister, and the Board throughout the year. (Marsha will be ending her term on June 30th—thank you Marsha for your service to the congregation!)

The goal of the LDC is to assist the congregation in fulfilling our mission and vision. One of our responsibilities is to identify qualified candidates for elected leadership positions in our congregation. Five candidates were nominated for the following 2022 openings on elected committees: Board of Trustees: vice president, secretary and finance trustee; Leadership Development Committee (LDC); and Endowment Committee (EC). The nominees will be voted on at the May congregational meeting. All are three-year positions, except the EC member, who serves a five-year term. In addition, the vice president of the Board of Trustees becomes president in Year 2, and then past president in Year 3.

Another responsibility of LDC is to assist the Board in supporting the cultivation of UUS leaders and help develop the leadership skills of individual members, committees, and Board members. This past year, we invited members to attend MidAmerican Regional Assembly (our UU regional conference), and General Assembly (the UUA conference). We proposed delegates for these conferences to the Board for their vote. In addition, after a needs assessment, we will soon be spotlighting a few of the many leaders in our congregation. We are exploring other leadership initiatives as well.

LDC encourages members and friends to let us know your leadership development needs, including your interest in attending Regional Assembly and/or GA. We also invite you to let our committee know if you are interested in being a nominee for a position, or if you wish to nominate a member for a position. Membership and previous team/group/committee work are requirements for elected positions.

Thank you for your leadership contributions—whether you are on a hospitality team or president of the Board or serving UUS in any capacity. Your contributions build our UU community.

—Submitted by Susan Salterberg



## From Your Board Treasurer, Mike Pavelich

Financially, these past two years have been exciting and encouraging. In brief, the events were as follows. The pandemic revealed a chronic funding deficit, often 30%, in our Operating Budgets. This has been going on since 2016. Working from the structure of a multi-year plan, the Board took on the task of finally addressing the problem. They created a committee called BGI (Balance and Growth Initiative) to evaluate and flesh out this multi-year plan. BGI did that work and the Board presented their “Two Year Actions and Budget Plan” to the members at the December 19th, 2021, Congregational Meeting. The congregation approved the plan and authorized withdrawing up to \$45,000 in 2022 and \$80,000 in 2023 as extra funds from General Endowment earnings to support the Operating Budgets. The Plan forces a balanced budget in 2024 but outlines several actions to be taken to make that happen in due course.

We are in the beginning to middle of that plan and things look promising. Pledge support for 2022 has topped the Stewardship Committee’s goal, Rev. Diana is redefining some staff positions to better fit our needs, and activities that increase our visibility to the larger community are falling into place. The BGI Committee and the Board will be supporting and monitoring the actions outlined in The Plan as we go forward. They will report periodically to the congregation with metrics.

As of April, we have \$350,000 in our bank accounts. The spending in the First Quarter of 2022 has been well within budget; the extra withdrawals from General Endowment earnings are serving us well. By the way, our 2021 Operating Budget had a deficit of \$125,000. This shortfall in regular income was covered by \$125,000 in extra funds we had in the bank accounts. The problem is real, but it should be fixable.

—Submitted by Mike Pavelich

## Finance Committee

*The Finance Committee meets monthly. Members include Board representatives John Raley (Finance Trustee and Chair), Mike Pavelich (Treasurer), and Rev. Diana Smith; Stewardship Team representatives Diana Miller and Liz Swanson; Endowment Committee representative Gary Lawrenson; Peter Brokaw (Historian volunteer); and non-voting member Emma Barnum (Congregational Administrator).*

FC worked with the Board to create BGI (Balance, Growth Initiative). BGI created a board-approved measure to have a 2-year budget and a 3-year plan to address the balancing of the budget. This resulted in establishing benchmarks and forecasting on financials in the areas of Stewardship, fundraising, rental space, volunteerism, and outreach to the congregation. In the December congregational vote, it was approved to use money from the Endowment Fund to bridge the gap over two years to support all programs. BGI is now working with the Vision and Mission Committee to track the metric indicators and communicate the information to the congregation for accountability purposes. The new set of policies and procedures adopted in 2020 by the board are helping streamline communication to the board and expediting issues that are finance-related. The in-house accounting by Emma Barnum and Mike Pavelich, our treasurer is comprehensive in nature and very informative. A transition is occurring in June with a new Chair to head the committee Jerry Wetlaufer, John Raley has agreed to help with the transition as a non-voting member during this transition.

—Submitted by John Raley



*(Above) The Stewardship Quilt made by Diana Miller on display during the Celebration of Commitment on October 17th, 2021*

## Stewardship Committee

*Current members of the Stewardship Committee include Diana Miller and Liz Swanson (Co-chairs), Pete Browkaw, and Michael Schmitz. Jeffery Ford has resigned after several years of committee leadership.*

UUS surpassed our 2022 Stewardship Goal of \$420,000. As a community, we had to stretch to reach this amount. In addition to the congregants who stepped forward with the match challenges, other members of the Society wrote/spoke passionately about the impact that UUS has had on their lives, in testimonials. Together, we did it! Your generosity continues to inspire us.

To continue our current programming and staffing, we will need to support our core budget as a priority and continue to increase our annual giving.

—Submitted by Diana Miller



## Endowment Committee

*Members: Gary Lawrenson (Chair), Carmen Griggs, Liz Swanson, Jamie Sharp, and Bruce Alexander*

2021 was a very good year for investment in general and specifically for the growth of our UUS endowment funds. The total investment return was 16%. At year-end, the General Endowment value was \$1,310,228. The Reese, Detiger, Music, and Bristol funds totaled \$188,727, so our total endowment funds totaled \$1,498,955 at the end of the year. Donations to the General Endowment Fund in 2021 totaled \$2,789 from four gifts from members.

For the second year in a row, we did not host an Endowment Party because of Covid.

The Endowment Committee continues to monitor our investments, including the percentage invested in ESG funds (Environmental, Social, and Governance). About 80% of our money is invested in highly rated ESG funds.

The General Endowment Fund will be decreasing somewhat during the coming year due to the congregation's vote in

December to use money from the earnings of the fund to supplement the operating budget.

For fiscal years 2021 and 2022, the Endowment Committee recommended a spending allocation of 5% of the General Endowment Fund, which contributes to the annual budget.

For education and awareness, the Endowment Committee authored a set of five articles which were published in the monthly UUS News. We also recommended, and the board agreed, that the Endowment Committee would prepare and place in the UUS News, a quarterly report to show the values, contributions, and uses of our endowment funds.

Funds from the Jean Reese Fund and the Memorial Fund were used to build the beautiful Memorial Garden and pathway. The Social Justice Committee used funds from the Detiger Fund to bring a speaker to a public event.

Among other things, the Endowment Committee also has worked on developing and refining giving documents, revising our procedures, and writing a new Chalice Society brochure.

—Submitted by Gary Lawrenson

## Celebrating a Successful Holiday Auction

Thank you to all who bid on items in the online and live (on Zoom) auction, who donated items, and who helped in other ways! Our theme this year was Mystery, Magic, and Fun-Raising. The auction, which concluded after a Zoom event on Friday, December 3rd, 2021 raised over \$19,400!

The auction team tried several new activities for this auction: a UU Whodunnit game with wacky clues appearing in the auction catalog, and in the slides at the Zoom event (in the end no one was seriously injured in the creation of this story). We also had several silly, mystery, or unusual items as White

Elephant items in the auction, with the additional option of purchasing insurance so you would not be the recipient of one of these items.

Thank you to Al Thomas for his storytelling, Dan Gall for being Master of Ceremonies, and storyteller for the Clue game, Anne Schons for running the slides at the Zoom event, Nik Jakob for creating the slides, and Judy Tokuhisa for endless hours entering items and details into Auctria, creating the Whodunnit clues, and answering many questions! All of the Auction Team: Julia Audlehelm, Monique DiCarlo, Mary Dix, Peggy Garrigues, and Judy Tokuhisa.

—Submitted by Peggy Garrigues

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*(Right) In addition to the annual Auction, volunteers put together a UUS Garage Sale on the weekend of April 30th, 2022, to coincide with the city-wide Coralville Garage Sale. The event brought in many visitors from the community and raised over \$2,500.*

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## From Your Director of Congregational and Community Engagement, Peggy Garrigues

### Work with Membership Associates and in the Area of Member Engagement

The Membership Associates and I work together to welcome visitors, nurture visitors to become members, celebrate new members, and help keep members engaged. We also now go through a list every couple of months of members who have not donated in the last 12 months and are contacting those that need to update their giving in order for their membership to remain current. The current Membership Associates are Larry Audlehelm, Paula Miller, Carol Nordquist, Jim Olson, and Jamie Sharp.

#### Visitors

UUS has had 86 recorded first-time visitors to our Sunday services between April 15, 2021, and April 15, 2022. In the previous twelve months, we had 116 recorded first-time visitors to Sunday services. Unfortunately, we do not have a way to contact visitors who come via Zoom unless they fill out an online visitor form with their contact information.

#### Starting Point Classes

We offered some online Starting Point Classes, one in-person round, and one multi-platform round to help newer folks learn more about Unitarian Universalism and UUS, and move towards membership for those who were interested.

#### New Members and Member Numbers

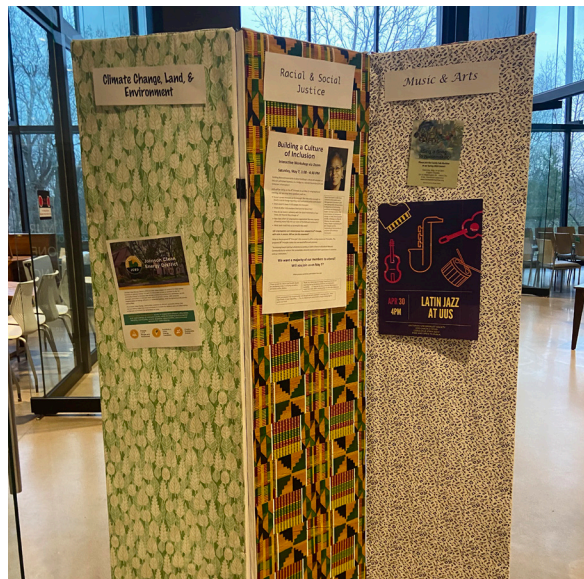
We had 18 individuals join the UU Society since our last annual report. Most of them attended the membership ceremony in person.

- 2021: Bev Haas (6/16/21), Anne Schons (9/16/21), Jeanne Bancroft, Robert Harris, Nicole Johnson (9/26/21), Cole Cecil, Kezia Walker-Cecil, Jennifer Day, Donna Kaye Simonton (11/21/21)
- 2022: Sarah Alward, Paul Gilbert, Sigmund Palasek, Lucy Rey, Gail Ross, Barb Stannard (2/20/22), Denise Hagerla, Mandy Harris, Sue Kann (5/8/22)

In January 2020 we reported 282 members to the UUA (for which we counted members eligible to vote). In February 2021 we reported 303 members (as we just began to do membership reviews). In February of 2022, we reported 291 members and 160 friends of UUS to the UUA. We had a number of members move away during COVID.

#### UU Wellspring

Our UU Wellspring program, a heart-opening, small-group experience grounded in deep listening, is nearing the completion of its fourth year. This is the first year that volunteers have been the main leaders of the Wellspring group—Monique DiCarlo and Steve Locher have offered their wise and competent leadership of this year's basic group.



(Above) A new bulletin board in the atrium displays congregational, member, and community events and announcements.

#### Group Engagement

- Out of our 455 listed members and friends in Realm, 301 are involved as a member or leader in at least one group in our congregation. That is an involvement level of 66% for members and friends combined.\*
- Of our 291 listed members in Realm, 226 are involved as a member or leader in at least one group in our congregation, for a 78% involvement level by members.\* This includes committees and leadership groups, nurturing mind and spirit groups, interest and activity groups, teaching RE, volunteering groups, and social justice groups.
- Of our 291 listed members, 84 are listed as group leaders in Realm, which is a 29% rate of member involvement as leaders.
- Of the 41 people who have joined UUS in the last three years, three have moved away, and one has been inactive during COVID. The rest have been active and engaged at some level, including volunteering, playing or singing music, leading a group or hospitality team, participating in a covenant group, attending Sunday services, joining Wellspring, preparing to attend Regional and General Assembly, donating, and serving on a search committee.

\*These numbers are based on numbers in Realm, which includes Hospitality Teams that currently include members who are not active anymore and some groups that have not been active during COVID. In addition, not all groups keep records in the same way as to who is active at what level. We will be re-organizing group and hospitality team records soon in Realm to be able to provide more accurate numbers.

(DCCE Report continues on next page)



(DCCE Report, continued)

### **Sunday Services on Zoom**

I have served as Zoom host for many services this year, as well as training several volunteers. I hope to transition to having volunteers in that role more often so that my attention is not divided after Sunday services.

### **UU Association of Membership Professionals**

I continue to serve on the board of the national UU Association of Membership Professionals as their treasurer. I will be working with their board to prepare for their annual Professional Days, which will be a virtual event on June 8th and 9th this year. I am working to complete the process to become a certified UU Membership Professional this summer and expect to be one of the first membership professionals to be certified. I will also gather with some membership professionals in person at General Assembly in Portland, Oregon this summer, as I help to host their booth.

### **Hospitality Teams**

In fall 2021, we began in-person services that are livestreamed on Zoom. Hospitality teams are now volunteering as ushers and greeters each Sunday that we have had in-person services. Before COVID we had 12 hospitality teams, with 10 to 15 members volunteering each Sunday. Currently, we have 9 teams, with only a handful who are willing to be present in person to volunteer in hospitality roles. We are not currently serving refreshments, until we have enough volunteers, and are clear on safe ways to serve refreshments while being inclusive of those who have different levels of safety concerns. Over the summer we hope to have enough volunteers to offer at least beverages outdoors after the services.

### **Work with Leadership Development Committee**

I now meet regularly with the Leadership Development Committee, to provide Realm reports and personal knowledge when someone is needed with particular skills, to help strategize how to offer support to group leaders, and to help encourage people to take on new leadership opportunities through attending Regional and General Assemblies.

GA 2021 was to be held in Providence, Rhode Island, but the event was shifted to a completely virtual event. We had six UUS members attend virtually (not including staff), and four of them served as UUS delegates: Sally Hartman, Colleen, Higgins, Dave Martin, and Elaine Waples.

GA 2022 will be multiplatform with both online and in-person attendance. Leadership Development Committee is in process of recruiting delegates and encouraging people to attend. The Board delegated scholarship decisions to the Leadership Development Committee. In 2021 UUS is allotted seven delegates.

### **Developing New Programs**

In the fall of 2021, I took a seminary course in Spiritual Entrepreneurship to start considering ways that UUS could offer programs for which we could charge some kind of a fee. I have begun to share the program that I studied for the class with some group leaders and newer members, to see if there is interest in a kind of program that would include elements of social justice, racial justice, understanding other cultures, and sustainable land use.



*(Above) UUS members learn about Diwali from Dr. Shuvendu Das on November 20th, 2021.*

In March, Virginia Melroy and I had a phone call with a couple of the staff at Prairiewoods to see if they would have any interest in some joint programs in the areas of environmental issues, outdoor programming, and spirituality.

I am in conversation with the Land Ministry Team to try to develop a separate mailing list focused on people in UUS and in the community at large who are interested in outdoor events and volunteering on our property.

I am also offering support to Hsin-Hui in publicizing our concert series featuring diverse musical styles and musicians and developing an email list of people interested in hearing about concert events at UUS.

### **UUS Building Rentals**

I offered to include rentals in my new job description so that UUS could get back to renting out our space as both a source of income and community outreach, without having to hire a new staff person. The Board agreed to a policy that renters would be asked to take into account the safety of attendees at their events, but that each renter would come up with their own guidelines on how to do that.

In October 2021, we had a major weekend event rental to a Hindu group for their fall festival, and two smaller rentals in December.

In 2022, as of this writing, we have completed one wedding rental, two small rentals, and two medium rentals, with two wedding events and two medium-sized events scheduled in May. For the rest of 2022, we already have on the calendar one celebration of life, two member weddings, and a possible anniversary party. I am also having conversations with several organizations about potential large rentals: a five-day training, a major non-profit event, and a possible regular classroom rental by a Buddhist sangha in town.

A short-term Rentals Task Force has been helping me go over policies, procedures, and rental rates. Thank you to Gary Lawrenson, Tom McMurray, Joe Rasmussen, and Judy and Dave Tokuhisa. We hope to have some volunteers and some paid event hosts trained to be present at weddings and other major events.

—Submitted by Peggy Garrigues





*UUS Members march in the Iowa City Pride March and Festival on October 2nd, 2021 (above). Volunteers from the Religious Education program helped create and staff a booth in the ped mall offering information on UUS to like-minded people (right).*



## Pastoral Care

*Members: Valerie Bowman, Jeanette Carter, Winnie Ganshaw, Virginia Melroy, Tom McMurray, Maureen Patterson, Paul Pomrehn, Rev. Diana L. Smith*

The mission of the Pastoral Care ministry, as shaped by the UU principles, is to affirm and promote the inherent worth and dignity of every person and to practice compassion in human relations by providing a ministry of support, hope, and caring so that no one connected to this congregation needs to feel alone. This goal furthers the vision of UUS to be a caring, inclusive community. In collaboration with our minister, Rev. Diana L. Smith, Winnie Ganshaw chairs the ministry of the Pastoral Care team. In July two members of the team stepped down and four new members joined in November.

This past year has been challenging due to the continuing Coronavirus pandemic which arrived in March of 2020. Given that weekly worship and UUS activities continued to occur primarily online, it was more than challenging to feel connected with the congregation. Although in-person/multi-level worship has been available periodically since September 2021, after-service socializing has been limited to informal conversation in the atrium.

Consequently, as the pandemic numbers rose and fell, the Pastoral Care Team has been limited to providing care very much in the same way it has since the onset of the pandemic – responding as needs came to our attention. The follow-up was by phone with the offer of continued contact by phone or email.

During this past year, we furthered our mission in a number of ways.

- The weekly Zoom gathering initiated summer of 2020 to encourage face-to-face contact/conversation evolved into 2x/month, then disbanded by mutual agreement.
- Offered pastoral care phone calls (primarily) and emails, providing support to 59 UUS members and friends.
- Rev. Smith started offering brief pastoral care tutorials, followed by discussion, at the monthly team meetings.
- Continued with “Cards of Caring and Support,” a program to send cards to people in the congregation who experienced any of life’s challenges, losses, and transitions.
- During December we distributed amaryllis plants to 21 individuals who experienced a death in their immediate family during the previous year.
- The Pastoral Care team worked closely with UniCare to provide meals as requested by members, however, we were unable to offer transportation support as in previous years.

Our goals for 2022-2023 will be to:

- Foster respect for each person’s process of re-entering in-person social connection.
- Continue nurturing and encouraging a culture of pastoral care in the congregation by helping members and friends understand that every conversation or interaction offers an opportunity to minister to others, especially as we anticipate gradual reopening to in-person events.
- Continue to deepen our pastoral care skills under the guidance of Rev. Smith.

—Submitted by Winnie Ganshaw



## From Your Religious Education Coordinator, Anna Rode

### Children and Youth RE

This year for our UUA certification, we recorded 103 children and youth enrolled in our Religious Education (RE) program and a weekly attendance ranging 0-30 participants. Family and youth engagement fluctuated sharply due to the covid-19 pandemic, program leadership changes, Zoom burnout, and cultural shifts in attendance which were evidenced even before the pandemic across all denominations, including Unitarian Universalism. Family and youth attendance has been slow to pick back up, a trend which is also apparent across many denominations.

In May and June 2021, then-DLRE Jessica Zimmer and RE Assistant Anna Rode developed, assembled, and delivered a "Summer of Play" kit for preschool and elementary families and a "Summer of You" kit for junior and senior high youth families to enjoy throughout the summer. In addition, Anna Rode planned several outdoor events for UUS families: a bring-your-own picnic at Kiwanis Park on June 4th, a movie night/farewell celebration for Jessica Zimmer on June 18th, another bring-your-own picnic at Wetherby Park on July 9th, chalk the walk and popsicles at UUS on July 30th and pizza and s'mores to welcome the new DLRE (Marsha Thrall) on August 14th. Except for August 14th, these events had low attendance.

While services were online only during summer 2021 and January 2022, we offered a family break-out room for children and youth to engage in activities together through Zoom. After little to no attendance for several months, we discontinued this offering. Understandably, children and youth (and adults) are experiencing Zoom fatigue. When we were able to offer multi-platform services, families were invited to the UUS Sanctuary via weekly and monthly newsletters, all-family emails, and Facebook announcements on the UUS Families page.

In-person attendance by families has remained low, apart from special events.

*(Right) Members and families gathered for an outdoor movie night/farewell party for outgoing DLRE Jessica Zimmer at UUS on June 18th, 2021.*



Under the leadership of then-DLRE Marsha Thrall, who joined UUS in August 2021, we discontinued drop-off kits for families, and once again attempted a Zoom family break-out room for parents and children/youth on Sundays after service. This was again poorly attended and quickly discontinued.

In September, we held child-friendly outdoor activities to celebrate Water Communion on the rear patio after Sunday service; we also held a family vespers service later that same afternoon. Both were attended by several people, including a few children.

In early October, we participated in the Iowa City Pride Festival; some congregants (including families) marched in the parade. RE staff and volunteers developed and set up the UUS table on the Ped Mall, which was staffed by RE staff, volunteers, and Reverend Diana Smith.

At the end of October, we hosted a Haunted Trail and Trunk or Treat at UUS, which was advertised to the wider community. Anna Rode planned and coordinated Halloween and Fall themed crafts on the rear patio, solicited volunteers to run those activities and help to decorate the trail. We saw many members with their young ghosts and goblins, as well as visitors from around the Corridor area; over 150 children/youth and their families were in attendance for this event!

While some of these events were very successful, they really highlighted our need for more volunteer engagement to lessen the burden on a few volunteers and staff.

*(RE Coordinator Report continues on next page)*





(RE Coordinator Report, continued)

In Fall 2022, Marsha Thrall worked with youth advisors to restart UUS's junior and senior high school youth group and Anna Rode began leading the Parents of Preschoolers (POP!) curriculum (written by J.L. Shattuck) with a group of interested families. POP! ran from November 2021 through May 2022. During the Fall, Marsha Thrall and Anna Rode began offering RE activities in the Fellowship Hall during worship services. DLRE Marsha Thrall worked with volunteers to plan Junior High OWL, which officially started in December 2021.

After Marsha Thrall's employment at UUS ended in December 2021, the OWL program continued with strong leadership from the OWL facilitators and volunteers. The OWL facilitators adjusted the schedule to fit the OWL curriculum into the remaining months prior to summer break; they also developed a schedule for the facilitators. This dedicated group of volunteers has led another group of UUS junior high youth through the OWL program!

In January 2022, Anna Rode began serving as UUS's RE Coordinator to keep the UUS RE program afloat while the DLRE Search Team searched for and hired a new DLRE. As the RE Coordinator, Anna communicated with the congregation about RE activities; provided leadership and communication for the OWL program, the RE Transition Team, and the Junior and Senior High Youth Coordinators; led the POP! class on zoom with a volunteer co-leader; and developed and led RE activities in the RE Commons during Sunday worship services. With the help of Transition Team members, other volunteers, and Abby Patterson, she began monthly community service events for elementary-aged children; these included creating cards and cookies for the Pastoral Care Team; making blankets, toys, and cat-scratch boards for the animal shelter; and planting the Children's Garden. She also created an ongoing welcoming space for children and families in the Sanctuary. In April, Anna and Reverend Diana planned and attended a Youth Mental Health First Aid course through the UUA, hosted by UUS.



(Left and below) Family-friendly activities around our grounds provided some in-person interaction after our virtual Water Communion service on September 12th.



Some of our families' favorite programs this year were our special programming: community service projects, and community-building events such as the Iowa City Pride Festival, the Halloween Haunted Trails and Trunk or Treat event, the February card- and cookie-making event, and the Easter egg hunt event.

Anna Rode's part-time, temporary employment as RE coordinator will end in June 2022, after our new full-time DLRE, Nic Kaplan, begins.

#### Adult RE

In addition to the many wonderful adult learning opportunities offered by our justice teams and mind and spirit groups the Adult RE program offered several classes, including:

- Common Read: Imani Perry's *Breathe: A Letter to My Sons* (July 2021)
- The Shared Pulpit Sermon Writing Class (February – April 2022)
- Youth Mental Health First Aid Training (for adults) (April 2022)
- Building a Culture of Inclusion Workshop with Paula Cole Jones (May 2022)
- Trans Inclusion in Congregations Pilot (May – July 2022)
- Common Read: Zach Norris's *Defund Fear: Safety Without Policing, Prisons, and Punishment* (July 2021)

—Co-written by Anna Rode and Rev. Diana Smith



A dedicated children's section (left) and activity kits for members and youth needing stimulation during services (above) are new additions this year aimed to make all feel welcome in our Sanctuary.





*The Haunted Trails & Trunk or Treat event on October 30th, 2021, was organized by the RE program and the Land Ministry Team, and brought over 150 families and youth to UUS from the surrounding community!*





## From Your Director of Congregational Music, Alex Heetland

Musical life at UUS has changed a lot in this last year. Dave Rowe served as Online Music Coordinator while services were streamed online only. Much of Dave's work centered on making videos of hymns and special music for the online services. He involved musicians from the society in these videos, including a massive effort in creating a virtual choir singing his choral benediction, Blessed Be. I know that the congregation is grateful for the excellent work Dave did as the Online Music Coordinator, and I am glad for the conversations I had with Dave as we transitioned to the "hybrid" Sunday service model.

Since we started streaming services from the sanctuary at UUS in August 2021, music has been a part of the learning process in how we do services both online and in person. I am grateful for the work AV volunteers (led at various times by Jeff Walberg and Emma Barnum) have put in over this program year to make the services happen. A significant investment was made through the music budget to obtain appropriate microphones for streaming the piano, voice, and other instruments for the online services. Music for weekly services included hymns led by piano and a cantor, special music by instrumentalists or a singer, and pre-recorded music of groups.

While we were not able to have a choir as part of services for most of the year, a small group of singers gathered on Thursday evenings to sing together. At these Thursday music times, we recorded video and audio that I used to create videos for services. For Music Sunday on May 1st, 2022, we had a group of singers as part of the Sunday service for the first time in over two years. Kaye Winder, Donna Simonton, Bev Bullard, Bonnie Penno, Gerry Pearson, Jim Laughlin, Virginia Melroy, Dave Gallaher, and Dan Gehring made up the choir for this occasion (pictured above), singing anthems and leading the hymns. In order to sing as a group in the service, each singer had a negative COVID at-home test. Many of these singers, as well as some who weren't able to join on May 1, also helped lead music at other weekly services by cantoring hymns and chants.



A group of string players consisting of Tabitha Rasmussen, Rochelle Honey, Peggy Garrigues, Sarah Alward, and Ian Cawley joined in making music on special occasions. They played special music and helped lead hymns for Rev. Diana's installation service on October 24th, 2021, Christmas Eve, and Music Sunday on May 1st, 2022 (pictured below). Other instrumentalists enriched services throughout the year: Gerry Pearson with his recorders, Alice Atkinson on flute, Russ Lenth on French horn, Ian Cawley on cello, and Maureen Patterson on tongue drum.

Hsin-Hui Lui started as Staff Pianist and Music Outreach Coordinator in September 2021. In addition to playing for services, music rehearsals, and coordinating instrumental musicians, Hsin-Hui spearheaded a recital series at UUS focused on amplifying musical voices that are often overlooked. I will let you read more about that in Hsin-Hui's report. I do want to note my thanks to Hsin-Hui for her musicality and flexibility as we work to create a musical culture at UUS.

As we move into the Summer months, the music program pares down significantly. Communal music-making is one of the most fulfilling ways of creating connection in a group. When we sing together, we breathe together and form something new together in time and space. A lot of times the work to make this happen may seem invisible. Creating a musical culture does take an investment of time and resources. In my short time at UUS, we have made some awesome music together in a transformative way, even with the various COVID shutdowns and restrictions on how we can be together. I am excited to see what we can do as we move into a new phase of being able to come together, making music, and building community.

—Submitted by Alex Heetland





## Music Outreach Program

The Music Outreach Program is a new initiative created by Staff Pianist and Music Outreach Coordinator Hsin-Hui Liu. The program brings a variety of musical performances and events to UUS, expanding UUS' influence, attracting people from the wider community, building a positive image of UUS supporting musical arts, and raising funds for the UUS operating budget.

The program of each concert fulfills the mission of UUS with themes such as advocating social justice and giving voice to people who are outside the spotlight. Performers consist of both outside performance groups and congregational musicians.

In December 2021, a blanket Fundraising Approval for Music Outreach Program events was approved by the Board of Trustees to allow for either ticket sales or free-will offerings, depending on the performance type.

Performers are paid directly and up-front using existing Music Outreach Program Funds, at rates negotiated by the Music Outreach Team, leaving all fundraising proceeds to be split between the Operating Budget and the Music Outreach Fund at a ratio set by the Music Outreach Team in coordination with the Minister). If a non-profit performance group is booked, proceeds of ticket sales or free-will offering will be split 50/50% between the group and UUS.

All income and expenses are processed through UUS and must follow all financial policies and procedures, except for direct sales of merchandise by the performers (CDs, t-shirts, etc.) which are handled independently by the performer.



*A piano four-hand piece (left) and Soprano Gye-Hyun Jung singing traditional tunes from Korea (right) at the Asian Composer concert on February 26th, 2022.*

## Events

The first UUS Outreach Concert was held on November 14th, 2021, in collaboration with the Iowa Women's Music Collective. We welcomed musicians and composers from the University of Iowa performing music by female composers from the 19th century to the present time. The audience was invited to participate in music-making by striking rocks and, at the same time, paying attention to the beats of the others.

Our second concert was held on February 26th, 2022. This concert featured music composed by Asian composers ranging from ancient and traditional tunes from China and Korea to modern compositions by Taiwanese and Japanese composers. The highlight of the concert was the fiery and mesmerizing saxophone concerto, which was highly praised by the audience.

On April 30th, 2022, a Latin Jazz Concert presented a festive and authentic music experience, led by Panamanian singer/percussionist Ed East and several other musicians from Latin America.

A concert by the Iowa City Flute Choir, a semi-professional community music ensemble made up of local professionals and adult amateurs in Iowa City and the surrounding area, is planned for June 4th.

The concerts are attracting more and more people in the wider community and have received enthusiastic feedback from those who had attended. Free donations and attendance show a trend of growth, therefore we are very positive about making the Music Outreach Program a tool to reach out to people and create a stronger music-appreciating atmosphere here at UUS.

—Submitted by Hsin-Hui Liu



*(Left) The Iowa Women's Music Collective members and musicians, who performed at UUS on November 14th, 2021.*





## From Your Congregational Administrator, Emma Barnum

### Administrative

As our COVID restrictions have loosened, I have begun a new routine of working partly from home and partly from UUS. I continued my normal administrative tasks: handling communications for the office, sending special emails and mailings, assembling newsletters and the annual report, updating leadership lists, and assisting with special events and projects for our various teams and committees.

I have maintained my membership with the Association of UU Administrators (AUUA) and participated in their communications and meetings to best take advantage of their perspectives and knowledge.

Nik Jakob continues to be an immense help as the Admin Assistant at UUS. He handles the weekly emails, the Sunday PowerPoint slides for services, and does much of the data recording and reporting for our accounting processes. We did not have an official Office Volunteer Team this year, but I want to thank Gay Mikelson, Linda Fisher, and Wendy Brown for their help proofreading publications.

### AV & Publicity

Last year I worked closely with Jeff Walberg, our Publicity and AV Coordinator, to keep the website and our social media current and to train and oversee the AV Team handling multiplatform Sunday services.



When Jeff stepped down from staff in November 2021, I took over his duties. I have worked closely with our AV Team volunteers: Michael Honey-Arcement, Russ Lenth, Christine Etler, and Dan Gall (Chris Rode, former member) to create a Sunday AV process that balances quality with

accessibility. These volunteers have put in an enormous amount of effort and care to optimize our livestreaming and I am so grateful for their dedication, especially to Michael, who has stepped in to oversee training of new volunteers. (He and I are pictured here running AV for Rev. Diana's Installation service in October 2021.)

In early 2022, Russ connected us with a philanthropic AV consultant, J.P. Marshall, to help us identify areas where we could improve our setup. Based on his recommendations we applied for Detiger funds to buy a digital audio mixer and will be using other funding sources to purchase a second camera for the Sanctuary and equipment to turn a few of our classrooms into multiplatform meeting spaces. J.P. will help us with installation and training on the new equipment, which will hopefully occur early this summer. These upgrades should significantly improve the quality of our services and make it easier for our AV Team to run the system.

### Human Resources

In addition to the normal HR administrative responsibilities (assisting with annual reviews, updating letters of agreement and benefits information, tracking PTO, handling payroll, updating staff records and background checks, etc.) it was another year full of tasks related to staff turnover:

- We said goodbye to our DLRE Jessica Zimmer in June. Marsha Thrall filled the position from August through December.
- Anna Rode stepped down as RE Assistant in December but came back as our Temporary RE Coordinator for the first half of 2022 while a new DLRE was hired.
- Dave Rowe, our Online Music Director, ended his contract with us at the end of 2021 and was replaced by our new Director of Congregational Music, Alex Heetland, and our Staff Pianist and Music Outreach Coordinator Hsin-Hui Liu.
- Jeff Walberg stepped down as Publicity and AV Coordinator in November 2021. As of this writing, a search for a new Communications Coordinator is wrapping up. This new position will focus less on AV and more on creating a holistic communication and publicity strategy for UUS.
- Ron Wright stepped down as our Building Steward in February 2022. We hired Ruben Galvan in May to become our new Facilities Coordinator, which will combine the Building Steward position with the janitorial tasks previously handled by the Cleaning Crew, a contracted vendor.

I assisted the various search teams with the hiring process including job postings and publicity. I led the search and hiring process for the Facilities Coordinator and handled the onboarding and exit processes for all our incoming and outgoing staff.

### Finance

I continue to handle the accounting for UUS, with help from Nik Jakob. This includes processing weekly income and expenses, reconciling our accounts each month, serving on the Finance Committee as an ex officio member and submitting reports to the Board, reporting activity to our special funds and endowments, helping members and groups with payment and pledge tracking, assisting the Stewardship Team with the annual campaign, and more.

### Facilities

I communicate regularly with our building vendors, Building Steward/Facilities Coordinator, and Building and Grounds Teams to ensure our facilities are inspected and maintained for a safe and welcoming environment. This year I assisted the Green Sanctuary Team as they did a review of our environmentally friendly products. I have also worked closely with our HVAC vendor and the COVID Team to ensure we have adequate PPE and airflow settings to maximize the safety of our spaces.

—Submitted by Emma Barnum



## Memorial Garden Team

Part of the original vision for our new building was a Memorial Garden. In early 2021, the Board approved a Land Ministry Team request for funding to build a Memorial Garden on the grounds behind the Sanctuary, connected to our accessible pathway system. Funding for the project was split between the Memorial Fund and the Reese Endowment Fund. Work commenced over the summer and the garden was completed and planted in the fall of 2021.

While the Memorial Garden was being built, an ad hoc team of interested members, led by Julia Audlehelm, met to research and craft policies and procedures establishing the garden as a religious non-perpetual care cemetery for the interment (burial or scattering) of human cremains (ashes). Designs and ideas were vetted by members with legal and financial expertise and taken to the Land Ministry Team, Endowment Committee, Historical Records Team, and two Boards of Trustees for input and approval.

Interment in the Memorial Garden is open for all current or previous UUS members or giving friends, and to any acknowledged spouses, partners, or minor children of a member or friend. Applications for interment can be submitted at any time and must be approved by the Minister or the Board of Trustees. There is no cost to be interred at UUS, but suggested family donations will support the Memorial Fund to maintain the Memorial Garden and add beauty to the buildings and grounds. A memorial or Celebration of Life service, either accompanying the interment or at a different time, may be scheduled with the minister (additional fees may be required).

There will be no individual markers in the Garden, but the Land Ministry Team will have opportunities for families to sponsor a tree or other aesthetic improvement in honor of their loved one. In addition, the Historical Records Team will maintain a permanent public Memorialization Record Book, with information on each person interred in the Memorial Garden, including their name, the dates of their birth, death, and interment, and the approximate location of their ashes in the Garden. The family may also add an obituary or other life story data to the Record for a touch of history that remains always open.

A great deal of volunteer support and creative collaboration brought us to this Spring when our Memorial Garden was formally commissioned by Rev. Diana Smith on May 8th, 2022. Our first interment took place on May 11th for Susan Krohmer. More interments are being planned.

A Memorial Garden Team, led by Virginia Melroy, Joe Rasmussen, and Julia Audlehelm, is being created to coordinate communications between the various staff and teams involved in maintaining the garden, and processing interment requests, services, and recordkeeping.

Many thanks to all who helped to move this Garden forward!

—Submitted by Julia Audlehelm and Emma Barnum



*(Above) Construction on the Memorial Garden began in the summer of 2021.*



*(Right) Julia Audlehelm, leader of the Memorial Garden creation process, assists with planting the finished Garden in the fall of 2021.*

*(Below) Rev. Diana Smith commissions the Memorial Garden on May 8th, 2022.*





## Historical Records Team

*Historical Records Team members: Diana Miller, Carmen Griggs, Sherry Dolash, Susan Eberly, Cheryl Tugwell, Kären Mason, Emily Johnson, Bob Littlehale, Donna Simonton, and Jeanette Carter.*

Unlike some UUS committees who have been able to meet via Zoom, and thus managed to accomplish some goals, the Historical Records Committee's work consists of identifying, sorting, and filing the rich archive of UU materials onsite, so we spent another Covid year frustrated by its constraints. Nevertheless, we were able to respond to several distant

requests for aspects of earlier UU life. We provided materials from our archives regarding LGTBQ connections with UUSIC to the LGTBQ Iowa Library and Archives and answered a request for information about a possible connection to our society and a pioneer woman.

We continue to remind members that we have a very good archive of historical materials on our website, and we encourage the use of this resource. Our goals remain the same: to maintain an archive for the future, and to make it possible for current members to search our Society's rich history.

—Submitted by Jeanette Carter

## Building Team

*Active Members include Jim Laughlin, Dave Gallagher, Emily Peck, Bruce Alexander, Gary Lawrenson, Ron Wright, and Chair, Deb Schoelerman. Ron served as our staff Building Steward through January 2022.*

- Basic maintenance and inspections include fire sprinkler and extinguisher inspections, HVAC monitoring and repairs, and kitchen appliance repair. RM Boggs continues to maintain and monitor the HVAC system. We are very pleased with the attention that Ryan Riley, the technician, continues to provide to our building.
- There have been no major repairs this year. Minor repairs included the ice machine and the garbage disposal. A leak in the pipe on the glycol tank on heat pump #7 was repaired in January and additional glycol was ordered and added in April. The bottle filling function of the water fountain was repaired in April.
- The temporary adjustments from when the building was closed have returned to normal. The thermostat for the air

conditioning has been reset, the instant hot water dispenser has been plugged in, the ice machine turned back on, and the garbage and recycling pickup restarted.

- In July, the ceiling in the fellowship was completed by the installation of western red cedar wood planks, the same wood used in the sanctuary and atrium. The project was financed by a donation of a member.
- Gary Lawrenson replaced the two sink faucets in the men's restroom. The motion sensor stopped working and could not be repaired.

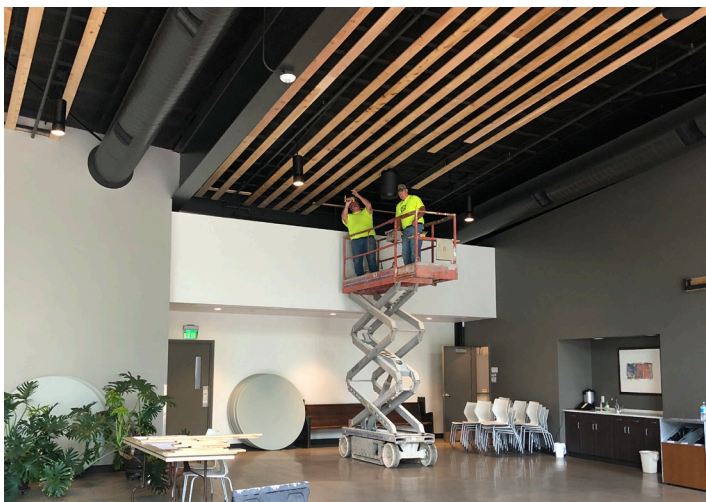
The Building Team wants to express their gratitude and appreciation to Ron Wright, who has served as our Building Steward since our building opened in the fall of 2017. Ron stepped down from his position on the UUS staff this year. Ron has kept the building clean, changed air filters, cleaned the dish machine and ice machine, and removed snow from the solar panels, just to mention a few of his tasks. He always wanted UUS to make a good first impression to those arriving at or visiting UUS.

—Submitted by Deb Schoelerman

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***A major project completed at UUS this past year was adding paneling to the ceiling in the Fellowship Hall to complete the original design, paid for by an anonymous donor (right and below).***

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## Aesthetics Team

*Members: Theresa Ullerich, Julia Audelhelm, Deb Schoelerman, Connie Peterson, Jan Locher, Dee Stebbins, and Gay Mikelson.*

The Aesthetics Team works to create and maintain a beautiful and welcoming environment for UUs, friends, and visitors. In more normal times the Team assists with furnishings, art, and other aesthetic projects and decisions. During this year of low building use, we have focused on what can be seen on Zoom and the public entrance.

Four containers outside the front entrance greet everyone who enters. Theresa Ullerich and Deb Schoelerman created seasonal outdoor pots of flowers and greenery in March, June, October, and December (pictured below).

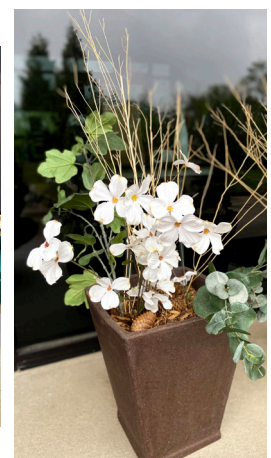
Julia Audelhelm, Theresa Ullerich, and Dee Stebbins designed and created arrangements for the sanctuary. The Roots and Wings covenant group grew flowers for cutting in their UU community garden bed so we were able to have fresh flower bouquets on the Sanctuary table and the welcome table through the summer and early fall.

Julia Audelhelm and Theresa Ullerich sourced and arranged tall grasses and natural materials in several beautiful bouquets for the Sanctuary and welcome area for Reverend Diana's festive Installation ceremony on October 24th.

Theresa and Deb decorated the foyer for the winter holidays with sparkly lights, a tree, and a wreath.

We are looking forward to all spending more time together in our beautiful building and welcoming new volunteers to the team.

—Submitted by Theresa Ullerich





## Grounds Team

*Members include Jim Laughlin, Dave Gallaher, Lois Hughes, Joe Rasmussen, Dave Tokuhsa, Virginia Melroy, Sam Cochran, Deb Schoelerman, Bonnie Penno, and Gary Lawrenson, chair.*

The Grounds Team manages maintenance on the grounds, including the outdoor storage shed and its contents. The Grounds Team coordinates with the Land Ministry Team to maintain and care for the grounds.

- In the summer of 2021, the repair of Bio-retention Cell # 2 was completed. The work was done by Michael Burkle of Rock Hardscapes.
- Members of the Grounds Team kept the new conifers, shrubs, and the prairie grasses watered during the drought in late summer and fall.
- Trees were trimmed or removed as necessary by volunteers in the spring and summer. As a result of the tree in the turn-around being removed, the trail on the north side of the property was widened to provide easier access to the trails.
- In the fall, members of the Grounds Team and Land Ministry provided winter deer protection for several of the conifers with staking and plastic fencing. In the spring, the protection was removed and stored near the shed.
- In the fall, Dave Gallaher and Bruce Alexander cleared the nine drains of debris on the flat roof. This is done annually.
- We contracted with Rock Hardscapes to do the mowing of the bio-retention cells and the sloped areas of the site.
- Rock Hardscapes also provided our snow removal of the parking lot and sidewalks.
- The fire pit procedures were created by a team of Gary Lawrenson, Marsha Cheney, Mary McMurray, and Nik Jakob.
- Several woodpecker holes were filled on the east side of the building by Gary Lawrenson and Dave Gallaher.
- A controlled burn of Bio-retention Cells #1 and #2 is being planned. The permit has been submitted to the City of Coralville.

—Submitted by Deb Schoelerman





## Land Ministry Team

*Team members: Mary McMurray, Tom McMurray, Virginia Melroy, Deb Schoelerman, Gary Lawrenson, Jim Laughlin, Sam Cochran, Vicki Siefers, Alice Atkinson, Julia Audlehelm, and Deb Schoelerman, chair.*

**Bio-retention cell repair:** The outlet area of bio-retention number 2 (the large one south of the parking lot) was repaired in the summer by Michael Burkle of Rock Hardscapes. A large amount of erosion had occurred the year before and needed to be repaired. UUS is obligated through its cost-share agreement with the Soil Conservation District of Johnson County for the construction, to pay for the maintenance and repair of the retention cells.

**Community Work Days:** Spring work included garlic mustard pulls in the woods and pulling weeds and clover in the bio-retention cells. On June 19th, a group of volunteers prepared the area east of the Fellowship Hall for landscaping later in the year. On the fall workday on September 25th, a team of volunteers planted several trees, shrubs, and grasses on the east side of the Fellowship Hall. We are appreciative of the volunteer work neighbors Mary and Larry Wilson have provided throughout the season.

**Trails/woods:** LM members periodically checked the trails for fallen branches and limbs. A protective fence was constructed near the drop-off on the NE trail corner. Volunteers also helped to set up luminaries along the trails for Halloween and for the Solstice event in December.

**Landscape:** Several trees, shrubs, and grasses were planted on the east side of the Fellowship Hall on September 25th and the remaining hostas were moved to the north side of the building.

*(Land Ministry Report continues on next page)*



*Land Ministry volunteers maintained the trails, planted shrubs, flowers, trees, and grasses around the building and in the Memorial Garden, pulled weeds, and helped with events on UUS grounds like the Haunted Trails luminary walk.*





*(Land Ministry Report, continued)*

**Memorial Garden:** The construction of the memorial garden and a path leading to it was completed in August of 2021. On the September 25th fall workday, bulbs, grasses, and sedum were planted in the garden. The Funds for the memorial garden came from the Jean Reese Fund and the Memorial Fund. A new team to oversee the memorial garden has been established.

**Playscape:** Alice Atkinson facilitates the planning for the play area on the south side of the building. In the summer of 2021, limestone steps were installed from the south side of the building to the bottom of the hill for easier access to the entrance to the trail and the active play area (pictured right). The active play area was weeded and cleaned up. Dave Gallaher cut “tree cookies” from tree stumps for the children to create with or walk on. We continue planning for more improvements.

**Labyrinth:** The labyrinth continues to be enjoyed by members of UUS and the wider community.

**Community Garden:** This season the raised beds were offered to members and friends for planting. All of the beds were planted with flowers, vegetables, and herbs.

**A Peace Pole** was donated by the Veterans for Peace local chapter 161. It will be installed on the grounds when received.



**Little Free Food Pantry:** UUS received a grant of \$350 from No Child Goes Hungry to build a food pantry on our grounds. A team of Mary Dix, Sam Cochran, Dave Gallaher, Donna Simonton, Nancy Lynch, Deb Schoelerman, and Pete Brokaw is organizing the construction of the pantry, the publicity, and the collection of food. The pantry will be located by the labyrinth near the street.

—Submitted by Deb Schoelerman



*The Community & Children's  
Gardens in 2021 were filled with  
flowers and produce grown by UUS  
members and friends.*



## Program and Activity Groups

The following Program and Activity Groups were active during the 2021/2022 liturgical year.

- **Buddhist Sangha** (leader: Cindy Spading, met weekly on Mondays via Zoom)
- **Covenant Groups** (leader: Jan Locher and Sarah Ross; see report below)
- **Girls' Night Out** (leader: Marianne Mason, formerly Jamie Sharp, met monthly via Zoom)
- **Mens' Sunday Social** (leader: Nik Jakob, met monthly online or in person)
- **Owl Moon CUUPs** (leaders: Marsha Cheyney and Paula Miller, met regularly for various events via Zoom)
- **Secular Humanists** (leader: Daniel Valentín; met several times via Zoom; see separate report below)



*(Left) Members of the UUS Men's Sunday Social are excited to meet at Two Dog's Pub again for their monthly get-together. During the majority of the year they met via Zoom or on the UUS back patio for COVID safety.*

### Covenant Groups

As we continue through the pandemic, the covenant group program has adapted and remained a crucial connection for its members. Groups have met on Zoom through the colder months but met outdoors in the warmer months. Lately, some have been meeting in person. There was no annual picnic this past year. It also has been more difficult to do service projects.

Numbers have remained stable in the high eighties. People are continuing to join groups, try different groups, and sometimes take time off from being in a group. This year we added a covenant group that is made up of people newer to UUS.

Peggy Garrigues has been a huge help in putting the Soul Matters material into a shorter format for the covenant group.

We continue to look for ways to encourage people to know about this program and join a group. Phil Beck has been very helpful in writing a monthly column about the discussion of the month for the newsletter. Jan Locher continues to assist people in joining a new group. Sarah Ross communicates with group leaders and passes along the materials each month.

—Submitted by Sarah Ross

### Secular Humanists

The UU Secular Humanists strive to welcome atheists, agnostics, freethinkers, secularists, nontheists, and the curious into our supportive/enriching community. We've continued with Zoom, expanding our reach to connect, share meetings, and support programs and initiatives with others in eastern Iowa and even nationwide.

In August of 2021, we continued our connection with the Freedom From Religion Foundation with a visit from Sam Grover via Zoom. From November through December, Secular Humanists began a new relationship and shared programming with the American Ethical Union and Bart Worden, as well as with the Des Moines UU Humanist Group with Warren Stine. In January 2022, Daniel Valentín led a Zoom presentation and discussion on polarization in the United States. Donna Simonton led a similar meeting in February on love, character, and the evolution of relationships. In March, Peter Nothnagle presented on Seth Andrews' autobiography, *Deconverted*. April's meeting on the Freedom of Speech was hosted by University of Iowa professor Katherine Tachau, one of three UI professors who have recently joined as members. Lastly, we will continue with our ties to Iowa legislators.

Regardless of COVID-19 circumstances, the UUS Secular Humanists may continue the Zoom meeting format since it opens up many possible speakers and programs across Iowa and nationally.

—Submitted by Daniel Valentín



## Social Justice Team

This year, the UUS Sunday offerings benefited twelve community non-profits that include: the Abbe Center, United Action Youth, the Center for Worker Justice, Domestic Violence Intervention Project, Table to Table, Inside Out Community, Free Medical Clinic, the Shelter House, Emma Goldman, Free Lunch Program, and the Free Dental Clinic. Donation amounts are listed in the next column.

On months with five Sundays, NPOs with specific needs receive UUS support. In 2021, that included CCA's Better Way Forward, the UUS Immigration Team, Haiti Recovery Project, and the Catholic Worker House. These social justice issues were shaped by both local and global events. Locally, UUS raised close to \$4,000 in individual UUS members' direct donations and a 5th Sunday collection to buy books that reflect the diversity of the Clear Creek Amana student population. Globally, UUS members responded to the Haiti earthquakes that claimed 2,248 lives.

Letters were written for the "Write Here, Write Now" program sponsored by the UUs for Social Justice, which generated topic suggestions for writing to members of Congress. Topics included the welfare of the Water Protectors, efforts to preserve the integrity of our Democracy, and global environmental concerns.

The Social Justice Team gives monthly updates on the actions and research of our community action groups and partners. They include Coralville's Community Policing Advisory Board, the Black Voices Project, the Consultation of Religious Communities, Truth Download 2020 Vision, Better Way Forward, the Center for Worker Justice, Iowa UU Witness Advocacy Network (IUUWAN), Johnson County Interfaith Coalition, CommUnity Center, Inside Out Reentry Community, and Death with Dignity. The UUS Immigration Action, Racial Justice, and Green Sanctuary Teams also provided monthly updates.

The members of the Social Justice Team are grateful to the UUS members' and friends' generosity. You take care of so many people who need a helping hand. We thank you for hearing their call.

—Submitted by Sally Hartman and Mary McCann



(Left) Diana Henry at the March for Voting Rights at the Old Capitol in Iowa City on August 28th, 2021.

## SJT Contributions in 2021

**2021 Total Giving: \$26,337**

2020 Total Giving: \$30,341

2019 Total Giving: \$33,007

### Community Partner Donations (Sunday offerings)

January: Abbe Center	\$1,000
February: UAY	\$1,200
March: Center for Worker Justice	\$3,400
April: DVIP	\$1,350
May: CommUnity (Crisis Center)	\$1,550
June: Table to Table	\$960
July: Inside Out Reentry	\$900
August: Free Medical Clinic	\$1,150
September: Shelter House	\$1,125
October: Emma Goldman Clinic	\$1,575
November: Free Lunch Program	\$750
December: Free Dental Clinic	\$1,300
	<b>\$16,260</b>

### Misc. Contributions & Expenses

Common Fund, CommUnity	\$1,500
	<b>\$1,500</b>

### Other UUS Fundraising in 2021

CCA Library Diversity Fund*	\$2,660
UUS Immigration Team*	\$900
Haiti Recovery Efforts*	\$700
Catholic Worker House*	\$500
Circle of Friends (gift cards plus indiv. gifts)	\$1,190
Minister's Discretionary Fund (Christmas Eve)	\$1,825
CommUnity (Project Holiday meals)	\$450
Minister's Discretionary Fund (Christmas Eve Service Offerings)	\$902
*Fifth Sunday Offerings	<b>\$7,302</b>

### CommUnity Food Bank Drives:

880 Diapers for the Annual Drive  
95 lbs. of peanut butter and jelly

### 2021 Contributions from New Budget Line

CRC Dues	\$150
Center for Worker Justice Dues	\$250
IUUWAN Dues	\$275
JCIC Dues	\$200
Iowa Peace Network Contribution	\$100
CommUnity (20 fans)	\$200
CCA Scholarship	\$100
	<b>\$1,275</b>





(Left) Miriam Kashia, a Green Sanctuary member and activist, protesting climate change at the Capitol in Des Moines in 2021.

## Green Sanctuary Team

Virginia Melroy, Sally Hartman, Bonnie Penno, Miriam Kashia, Ko Ko Lwin, Marsha Cheney, Deb Schoelerman (Chair)

The Green Sanctuary Team reminds the congregation of our mission/vision of protecting and honoring the Earth and our 7th principle, “respect for the interconnected web of which we are a part.”

The Green Sanctuary Team leads and educates the congregation on climate action in our shared congregational life and our personal lives.

Our monthly meetings were held via Zoom during this COVID year and we accomplished the following:

- In October and November 2021, Virginia, Ko Ko, and Sally facilitated the *Drawdown: Getting into Action* workshop.
- The movie, “The Condor and the Eagle” was streamed for the online Spirited Sunday service on November 30th, 2021.
- We worked with Jim Olson, UUS member and president of the Johnson County United Nations Association, in the planning and presentation of the United Nations Association service on December 5th, 2021. The focus was on food equity and sustainability.
- Two baskets of sustainable products were provided for the UUS Auction in December 2021. One contained cleaning and household supplies, the other personal products, including fair-trade coffee and organic chocolate.
- In August 2021, members of the Green Sanctuary Team and the 100 Grannies traveled to St. Paul, Minnesota, to participate in the rally and protest of Line 3.
- In April 2022, UUS partnered with the Johnson Clean Energy District to provide LEDs and low-flow showerheads to the congregation at cost.

• Members of the Green Sanctuary Team “cleaned and organized” the pantry at UUS. Unneeded items were donated or recycled. Our goal is to be a model for other faith organizations: using reusable or compostable dishes, no unnecessary plastic, etc.

• Virginia and Deb met with Coralville Mayor Meghann Foster. We encourage Coralville residents to write a letter or email to the city council to request that the City adopt a climate action plan as well as other sustainable practices.

- We helped to plan and present the Earth Day Service on April 24th, 2022, titled *Spring into Action*.
- We helped staff UUS garage sale on April 29th, 30th, and May 1st.
- We published messages in the monthly UUS Newsletter informing the congregation about steps we can each take in our lives to increase our level of sustainable living.
- Green Sanctuary and UUS maintain memberships in IPL (Interfaith Power and Light) and UUME (Unitarian Ministry for Earth).

UUS received its accreditation as a Green Sanctuary in 2017. Every five years congregations need to renew their accreditation. In 2022 we will begin the reaccreditation process.

The Green Sanctuary Team invites all members and friends to continue to be informed about global warming and do their part. Katherine Wilkinson (Vice president of Communications and Engagement of Drawdown) reminds us to use our super power: “whether as messenger, educator, activist, healer, campaigner, creator, farmer (gardener)—we must link arms and work together” to save our planet.

—Submitted by Deb Schoelerman

(Right) On August 25th, 2021, a delegation from the Green Sanctuary Team joined about 2000 protesters in St. Paul, Minnesota, in support of the Water Protectors rallying to end the Line 3 pipeline.





## Racial Justice Team

*Co-chairs: Dave Martin and Peg Bouska*

The Racial Justice Team held meetings monthly over Zoom, with an average attendance of 8-10 persons. Here are some of our activities for the year:

- Provided information in each weekly email to the congregation on various opportunities for anti-racist education (through multi-media options and events) and action that week.
- Worked with the Johnson County Interfaith Alliance (JCIC) Voter Engagement group in a number of venues including hosting a forum for candidates running for local office (School Board and Board of Supervisors), held in the SE Neighborhood District.
- Hosted guest speakers at our meetings including Jonathan Buffalo, a historian with the Meskwaki Nation, and Kirk Wirtzenberger, a regional director of the Iowa UU Witness/Advocacy Network.
- Donated to the Meskwaki Nation Food Sovereignty Initiative at the recommendation of Jonathan Buffalo in lieu of an honorarium for his time with us.
- Followed closely the activities of local groups including the Iowa City and Coralville City Councils and the Iowa City and Clear Creek Amana School boards. Members contributed in

various ways to effect change regarding racial equity in city and county actions.

- Supported efforts to improve BIPOC students' and their families' experiences at Clear Creek Amana Schools through financial support and encouragement. Helped sponsor the work of Better Way Forward and Truth Download, which are advocacy efforts for BIPOC students and families in that school district in particular.
- Encouraged support of Black-owned businesses, local and beyond.
- Worked with UUS staff, Board of Trustees, leadership, and congregants to encourage the congregation's adoption of the 8th Principle at the May 2022 Congregational Meeting. Several informational sessions were held in the spring of 2022 and our team financially supported a workshop presented by national leaders on the importance of adopting the 8th principle.
- Members were supported in their work with various organizations related to: disproportionate minority contact with police, local governing bodies, law enforcement and review boards, prison ministry, support to previously incarcerated/returning citizens, addressing white supremacy at UUS, support of immigrants, fair wages, and housing.

—Submitted by Peg Bouska

## Free Lunch Program

Since 1985, UUS members and friends have joined together to provide and serve a meal on the second Friday of every month at Iowa City's Free Lunch Program. In 2021, for the second straight year because of the COVID-19 pandemic, it was necessary to change the manner in which we provided our UUS Free Lunch meal.

Throughout 2021 and early 2022, the Iowa City Free Lunch Program was once again forced to keep their large dining room at 1105 S. Gilbert Court closed for safety reasons. Therefore, on the second Friday of each month, a group of intrepid UUS volunteers donned pandemic gear including gloves, masks, and sometimes face shields. Social distance was maintained as much as possible while UUS volunteers assembled and served box lunches to hungry guests via a side door window.

Beginning in February 2022, the dining room once again opened with pandemic protocols in place. Meals were distributed from behind a clear pull-down shield at the service counter. All of our diners were comfortable with pandemic protocols that limited the number served in the dining room at one time, maintained social distances, and called for everyone to wear masks when not eating. Those who were not comfortable with indoor dining were still able to receive their meals through the side door window.

Throughout the year, each hot meal consisted of a main dish, side dishes, fruit, and cookies, all purchased from Hy-Vee. The Iowa City Free Lunch Program provided juice to accompany



each meal. After meals were served, any remaining leftovers were taken to the day shelter at the Robert A. Lee Center downtown.

During this period of time, the UUS Free Lunch team served 1,114 meals, averaging 93 meals each month. Generous donations

from UUS Covenant Groups, our large group of UUS Free Lunch volunteers, and other generous UUS members and friends paid for all these meals. A total of \$7,153 in donations were received, averaging \$596 per month.

Special thanks to Bob Littlehale who, beginning in July 2021, took on the critically important role of coordinating UUS Free Lunch volunteers. Also, thanks to our many volunteers on-site and to the three additional off-site volunteers who took on tasks of secretary/record-keeping, fundraising/ordering food, and writing reports. On average, nine people volunteered each month, six of them on-site. For a second challenging year, UUS found creative ways to continue our service to the Iowa City Free Lunch Program.

As always, teamwork was everything! We celebrate the incredible generosity of our UUS community and the dedication of our UUS volunteers. We also applaud the creativity of the Iowa City Free Lunch Program staff and board in finding a way to provide meals to community members six days a week all year round, even during a worldwide pandemic!

—Submitted by Carmen Griggs





## Immigration Action Team

The Immigration Action Team coordinates UUS activities to support immigrants and connects with other community agencies serving immigrants, such as the Center for Worker Justice and Catholic Worker House.

### Asylum Sponsorship

The Team worked with Rev. Dottie Matthews of the UU Service Committee and we were able to be the host congregation for Ko Ko Lwin from Myanmar, who is seeking political asylum (pictured left). He arrived on July 4th. David Kramer is Ko Ko's housing host. In the fall, Ko Ko co-led the five-week *Drawdown Solutions: Getting into Action* Workshop. He is job hunting, having received his work permit.

In the spring a team of Tom McMurray, Carol Tyx, Andy Douglas, Sally Hartman, and Eric Jones of Adamantine Spine Moving Company formed a Sponsor Circle, which is to supplement the work of official settlement agencies supporting Afghan Refugees. An open house of the house where the family will live was well attended by UUS members. The fundraising for the family was successful, with over \$4,000 donated from members and friends of UUS.

### Circle of Friends

Circle of Friends provides food for needy immigrant families in our community. We provide rides to appointments, tutoring in English, and interpreting for families needing communication with schools and agencies. Through the Circle of Friends, we are connected with five families and have supported them when emergencies develop.

In April, Brigette and Adam Ingersoll were the host family for Juan Carlos and Yetma from Cuba (pictured right). They are now staying in an apartment offered by Kim and Lula Palmer.

Again, this year in December, UUS members and friends purchased toys for children and gift cards for adults and teenagers. In addition, we purchased and filled baskets with fruit, cheese, holiday cookies, protein bars, some candy, and a small amount of cash. The baskets were delivered to the families the week before Christmas. We also brought Easter baskets to the children in April. Members of UUS provided extra support for the two mothers who gave birth in January and February.

The Immigrant Action team does not have a budget line to support Circle of Friends and Sponsorship projects, but are funded by financial and in-kind donations from friends and members of UUS.

Thank you to all who have supported these families this year. It is very much appreciated!

—Submitted by Deb Schoelerman and Sally Hartman



## Prison Ministry Team

The members of our prison ministry team primarily are continuing to provide support of \$100 per month to our UUS member Simon Tunstall/Nefer Em Ra (pictured left with Peggy Garrigues), who is in the Iowa Medical and Classification Center in Coralville. The monthly allowance helps him to be able to make some choices to buy new shoes or other necessary items, to send email (25 cents per email) and mail, and to occasionally have a snack or other treat. Simon/Nefer is serving what we consider an unjust life sentence for being present when his cousin shot and killed someone. Several members of the team also regularly email and visit Simon/Nefer either in person or virtually, and have been supporting him as he works on an application to have his sentence commuted. One member of the team testified at a hearing about a bill that would give those serving life sentences more of a chance at a commutation.

—Submitted by Peggy Garrigues







## VISION:

*Our vision is to be a loving, inclusive, and growing spiritual community. We celebrate life and a liberal tradition that leads social justice work, heals the earth, and nurtures the lifelong journey of mind and spirit.*

### 2021/2022 Board of Trustees

Alan Swanson, President  
 Rochelle Honey-Arcement, Vice President  
 Mike Pavelich, Treasurer  
 Paula Miller, Secretary (replaced Carol Adamson 7/21)  
 Joe Rasmussen, Past President (outgoing)  
 John Raley, Finance Trustee (outgoing)  
 Julia Audlehelm (replaced Kim McWane Friese 9/20)  
 Diana Henry, Trustee  
 Hazel Seaba, Trustee  
 Rev. Diana Smith, Ex officio staff

### 2021/2022 Leadership Development Committee

Susan Salterberg, Chair  
 Marsha Cheyney (outgoing)  
 Sue Otto  
 Dave Gallaher  
 Ron Pile

### 2021/2022 Endowment Committee

Gary Lawrenson Chair (outgoing)  
 Jamie Sharp (replaced Al Thomas)  
 Carmen Griggs  
 Liz Swanson  
 Bruce Alexander

### 2021/2022 Staff

**Rev. Diana Smith**, Minister  
**Rev. Lois Cole**, Community Minister  
**Peggy Garrigues**, Director of Congregational and Community Engagement  
**Emma Barnum**, Congregational Administrator  
**Jessica Zimmer**, Director of Lifespan Religious Education (left 6/21)  
**Marsha Thrall**, Director of Lifespan Religious Education (8/21 through 12/21)  
**Anna Rode**, RE Assistant (left 11/21); Temporary RE Coordinator (began 1/22)  
**Alex Heetland**, Director of Congregational Music (began 1/22)  
**Jeff Walberg**, Publicity and AV Coordinator (left 11/21)  
**Hsin-Hui Liu**, Staff Pianist & Music Outreach Coordinator (began 1/22)  
**Nik Jakob**, Administrative Assistant  
**Ron Wright**, Building Steward (left 2/22)  
**Ruben Galvan**, Facilities Coordinator (began 5/22)  
**Christian Ireland**, Facilities Worker  
**Kaylee Lopez**, Childcare Worker  
**Abigail Patterson**, Childcare Worker

