

# 2009-2010 Annual Report

Annual Meeting

Sunday, May 16, 2010

12:15 PM Channing Hall

## Unitarian Universalist Society of Iowa City

### Our Mission Statement:

*We are a caring, inclusive community, celebrating a liberal tradition that nurtures social justice, stewardship of the earth and our lifelong journeys of mind and spirit.*

**Unitarian Universalist Society  
of Iowa City**

10 S. Gilbert St.

Iowa City, IA 52240

319-337-3443 ♦ Fax 319-337-4632

[Admin@UUSIC.org](mailto:Admin@UUSIC.org)

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

# ANNUAL REPORT 2009-2010 TABLE OF CONTENTS

## LEADERSHIP

President's Report.....	4-5
Vice President's Report.....	5
Leadership Development.....	6
Board Secretary Report.....	6
Ministerial Search Committee.....	7-8

## STAFF

Minister.....	8-9
Webmaster.....	10
Administrator.....	11
Music Director.....	11
Director of Religious Education.....	12

## PEOPLE GROUPS

Lifespan Religious Education Long Range Plan.....	13
Unicare and Pastoral Care Associates.....	14
Committee on Congregational Relations.....	14
Membership Associates.....	15-16
Ushers and Coffee Hosts.....	17

## PROGRAM GROUPS

Program Council.....	18
Covenant Groups.....	18
Welcome Home Wednesdays.....	19-20
Children and Youth Committee.....	21
Interweave Chapter.....	22
Worship Associates.....	23
UU Book Discussion Group.....	24
Dances of Universal Peace.....	24
Worthley Evening.....	25
Campus Ministry.....	25
Social Justice Coordinating Committee.....	26-28
Free Lunch Program.....	29
Secular Humanists.....	30
Buddhist Sangha.....	31
Green Sanctuary.....	32
Partner Church.....	33

## FINANCE GROUPS

Finance Report.....	34
Financial Report and Balance Sheet.....	35-37
Endowment Committee.....	38
Stewardship Committee.....	39
Annual Treats & Talents Auction.....	40

## BUILDING GROUP

Buildings and Grounds.....	41-42
----------------------------	-------

## ADMINISTRATIVE GROUP

Historical Records/Building Centennial Celebration....	43
Volunteers.....	44
Staff Relations Committee.....	44

<b>PASSAGES</b> .....	45
-----------------------	----

## 2009-2010 ANNUAL REPORT

UNITARIAN UNIVERSALIST SOCIETY

10 SOUTH GILBERT STREET

IOWA CITY, IOWA 52240

319-337-3443

www.UUSIC.org



# ANNUAL CONGREGATIONAL MEETING

## SUNDAY, MAY 16, 2010

### 12:15 PM IN CHANNING HALL

### AGENDA

*Please pick up your yellow voting card at the table in the back of Channing Hall prior to the meeting. Thank you!*

- Welcome from Board President Arnold Lindaman
- Interim Ministry Report by Rev. Benjamin Maucere
- Election of Officers:
  - President: Russ Lenth
  - Vice President: Sue Otto
  - Secretary: Susan Salterberg
  - Board Trustee: Lisa Kieffer-Haverkamp
  - Board Trustee: Jim Laughlin
  - Leadership Development: Tom McMurray

*(Annual Report Agenda Continued)*

- Endowment Committee: Alice Atkinson
- Endowment Committee: Jean Hood
- Election of Search Committee
  - Pete Brokaw                      Gary Lawrenson
  - Diane Martin                     Mary McMurray
  - Nancy Noyer                      Bonnie Penno
  - Chris Taylor
- Comments by the Body
- Closing words
- Adjourn

*“We are a caring, inclusive community, celebrating a liberal tradition that nurtures social justice, stewardship of the earth and our lifelong journeys of mind and spirit.”*

#### OFFICERS

President:	Arnold Lindaman
Vice-President:	Russ Lenth
Past-President:	Deb Schoelerman
Treasurer:	Dick Siefers
Secretary:	Jeanette Carter

#### STAFF

Interim Minister:	Benjamin Maucere
Director of Lifespan	
Religious Education:	Lois Cole
Office Administrator:	Tyler Hanft
Music Director:	Barbara Buddin
Accompanist:	Joseph McKinley

#### TRUSTEES

Trustees:	Stephen Locher
	Mark Penno
	Mary Kathryn Wallace
	Susan Young

# LEADERSHIP: President's Report

The Board of Trustees adopted the following Board Goals for the 2009/2010 year. The President's Report will be presented around those Goals:

**1. Governance:** The Board has continued to focus on policy governance and has read and discussed this issue at Board meetings and with the Ministerial Search Committee (MSC). Approximately a dozen Dan Hotchkiss books, *Governance and Ministry...Rethinking Board Leadership*, were purchased by Board members and for the Society's library and membership check out. The Board Retreat will be held on Aug. 27, 28. The Program Council met once in 2010 with vice president and our minister. Two congregational meetings were held to adopt the budget in January and the one in May is to elect members to their new positions.

In March, the Real Estate Analysis Committee, chaired by Charlie Eastham, was set up to help provide the Board with information concerning the selling or purchasing of properties in Iowa City area. The committee will host a meeting in May to seek input regarding options for housing our congregation in the future. In a separate action, the Board approved The Space Utilization Committee as a standing committee in accordance with our bylaws.

**2. Common Vision:** Rev. Maucere has moderated three workshops (Nov., Jan. and May) focused on helping the congregation to identify our common values and new frames of reference for looking at our challenges. Informational meetings were held in Jan regarding the budget. Another meeting was held on April 11th to discuss the search process for a settled minister.

Many other committees and individuals planned and carried out great activities that fostered our common vision. The Social Justice Coordinating Committee report that \$9,295 was raised and was sent out in 2009. Another area of focus was around the theme of creating a Green Sanctuary. The Interfaith Environmental Action group was started by the UUSIC Green Sanctuary Committee.

At each regular Board meeting, there is time allotted on the agenda for questions and feedback from members present.

**3. Generosity:** As per our treasury report our pledge income results are very favorable when compared to the past three years (see Treasurer Dick Siefers report later in this document).

Equally important is the feeling of generosity as expressed through the increases in the time and talents donated by large number of volunteers. For example, our Board started a volunteer effort and procedures the Sunday morning coffee hour. Each month now groups within our congregation volunteer. Additionally, in October the board planned and hosted a congregational dinner. Besides the good fellowship we raised about a thousand dollars for our treasury. Our minister will lead a volunteer recognition ceremony on May 16th. Additionally, a dinner for UUnsung heroes was sponsored by the Secular Humanists on May 7th.

While we did not meet our full fair share commitment to Prairie Star District and the Unitarian Universalist Association, our Board is committed to a careful review of that issue in Oct, 2010.

Our Board received a complete report from the Chair of the Endowment Committee, John Raley. The report is on file in the Office of the Administrator. Carrie Norton presented a check to UUSIC in memory of her late husband, Dee. Proceeds will help renovate the Junior High religious education rooms and replace the air conditioner.

**4. Beacon in the Community:** Accomplishments come because of the invaluable strides made in developing and maintaining our UUSIC web site, thanks to the effort of Susan Eberly. Adam Tatro and Susan Eberly will be looking for volunteers who might be interested in working on PATV outreach as proposed by member Dale Bingham.

In terms of our recognition of UUSIC in the public media, Rev. Maucere and his spouse Rev. Holly Maucere and several volunteers, let our light for equality in marriage shine effectively this year. So far this year, 58 couples came in four separate buses from St. Louis to say their marriage vows in our facility.

Additionally, our many and consistent volunteer efforts let our light of justice and caring go out into the community.



# LEADERSHIP: President's Report (cont.)

**5. Ministerial Search:** The search for our settled minister continues. The Ministerial Search Committee (MSC) offered the candidacy to two ministers and they declined. We learned that in this year's search process only 4 of 15 congregations in the Midwest resulted in getting a settled minister.

The Board agreed with the MSC's recommendation and has asked the Rev. Benjamin Maucere to continue for one more year as our interim minister. Benjamin agreed to do so.

The Board agreed with the MSC recommendation that the search for a settled minister continue for another year and begin immediately.

Rev. Maucere, our congregation and our Board are pledged to work on:

A. The challenge of a positive decision making process regarding the church building

B. The challenge to view theological differences as a source of energy and learning, rather than a source of misunderstanding and separation

The Board and the MSC appreciate the commitment and financial support of you, the UUSIC members and friends, during this most important search process. We ask for your continued support for our congregation, Rev. Maucere, the Board, the new Ministerial Search Committee and all committees as we seek to accomplish our mission and to find common ground.

Respectfully submitted,  
Arnold D. Lindaman, Board President  
April 15, 2010

# LEADERSHIP: Vice President's Report

The VP is not formally required to submit a report, but I thought it would be a good idea to say a little bit about what I see coming in the year ahead.

In a few words, we have our work cut out for us.

As you know, in spite of the efforts of a truly wonderful ministerial search committee and a fine-tuned search process, we were unable to achieve a match this year. This is not the most welcome turn of events, but there are two really important aspects of it that I want to mention.

First, the committee is to be congratulated for drawing the line. It would have been really easy for them to succumb to the pressure of finding somebody—anybody; but they didn't do that.

Second, we received some very clear messages from the candidates who interviewed. The MSC reports to the board include these points:

- The building is a big issue that needs to be resolved. One candidate went so far as to say that it looks like we don't care.
- There is a real need for us to view theological differences as a source of energy and learning, rather than a source of misunderstanding and separation.

At first, I thought that the "don't care" comment was harsh, but if I look at it from the perspective of someone with limited mobility, it is dead accurate.

The more I think about it, the more I see these not as two separate issues, but two aspects of a larger one: We need to talk to one another more (and listen more) about matters that we disagree on, whether they be our theology, the facility we occupy, social action, services, music, whatever.

For starters, I would like to set a goal of deciding and voting on the building issue by March 1, 2011. This is not an arbitrary date: Two weeks later, next year's MSC will call up the candidate it has chosen, and that person should know clearly where we are headed. This is our Society. It is up to us to decide this, and we must not unload it on a future minister.

So for the next year, we need to talk; and we need to honor our diverse opinions. Sure, we have a lot of different views, and we hold some of them strongly. Let's air them all, in a transparent process that emphasizes what we mean to one another and what is truly important to us all. I think we will find some unexpected areas of consensus. We can do this, and I look forward to an exciting year.

Submitted by Russ Lenth, Vice President

# LEADERSHIP: Leadership Development

The Leadership Development Committee consisted of Jerry Nordquist, Mike Cervantes, Deb Schoelerman, Maureen Patterson and Diane Martin. Jerry will complete his term on the committee this year and we thank him for keeping us on track!

One of the duties of this committee is to nominate highly qualified members to serve on the elected leadership groups (trustees, endowment, leadership development) in the Society. At the annual meeting this year, the membership will be voting on The Leadership Development's slate for vice president/president-elect, secretary, two trustees. In addition, LDC has put forward names to fill two positions on the Endowment Committee and one for the Leadership Development Committee. Nominations may be added from the floor.

Last spring, Leadership Development recommended to the Board that Arnold Lindaman and Russ Lenth, incoming president and vice-president of the board

attend UU Leadership School. They attended and indicated that it was beneficial for them personally and for the Society's future leadership.

In December 2010, Leadership Development presented a workshop with the Cedar Rapids UU congregation. Doug Wallace and Mike Cervantes worked with Kevin Eck from People's Church to present "Time Well Spent", a workshop focused on developing skills for leading and participating in efficient meetings. At the close of this workshop, attendees asked that there be another opportunity next year for the two congregations to work together. This planning has already begun.

Submitted by Diane Martin, Chair

# LEADERSHIP: Secretary's Report

Good communication is essential for any organization that has many members who use a variety of techniques to keep abreast of activities and decisions that are made by the group. The job of the Board secretary is to facilitate delivery of the Board's communication with the congregation in a timely and understandable way.

The Board takes very seriously the need to work closely with the congregation in achieving our goals. Members are encouraged to attend Board meetings and to email or speak with any Board member about issues of concern. Monthly Board meetings are recorded for the convenience of any who cannot attend but want to hear the discussion, and Board Highlights are printed in the newsletter. During the past year the administrator has instituted a weekly summary by email of news and events at the Society, including the agenda for each board meeting. Adding to improved communication, the web page continues to be updated and greatly improved by Susan Eberly, and Tyler has done a terrific job of compiling and printing the newsletter. Members are encouraged to read

the newsletter online instead of getting it through the mail, and the print copies have been reduced by over half—saving many dollars' worth of paper and stamps.

Throughout this past year the Board has asked for many reports about congregational issues from individuals and committees, including, for example, building and grounds, endowment, stewardship and the ministerial search committee. All information has been reported fully and in a timely fashion, and we appreciate the hard work of these committees.

Steven Locher has continued to lead us in discussions of policy governance, which holds the promise of streamlining the work of the Board.

As always, the Board welcomes attendance at meetings and suggestions from members and friends.

Submitted by Jeanette Carter, UUSIC Board Secretary



# LEADERSHIP: Ministerial Search Committee

At our 2009 Congregational Meeting, the Board proposed 7 members and 2 alternates for the Ministerial Search Committee to the congregation for approval. Those members and alternates ( who were given full status soon thereafter) were Kris Barrash, Marilyn Jennewein, Mary McMurray, Kelly O’Berry, Nancy Noyer, Jean Reese, Susan Salterberg, Doug Wallace, and Zach Wahls.

Our charge was to find a minister who would be the best candidate for our congregation and to recommend to the Board and the congregation for their approval. After a retreat facilitated by Rev. Tom Capo, Peoples Church, we gained insight into our individual strengths and preferences and the same for us as we functioned as a group. Mary McMurray and Nancy Noyer assumed the co-chair role. Zach Wahls with his ease of computer technology provided communication for our committee (how many times have you received meeting minute notes sent to your computer before you got home from the meeting?).

We could have called ourselves, Any Tuesday, because we met almost every Tuesday from July to March. Fortunately, each committee member took on the facilitation of a specific stage in the process established by the UUA Transitions Office and available on our website (Settlement Handbook). The first steps of the process is Getting to Know Ourselves Better, Our Self-Study included Kelly O’Berry and Susan Salterberg at the helm redesigning the on-line survey, individual discussions with members and Iowa City community members, several small group discussions open to all members and friends, phone discussion with Nancy Haley, our former minister, and with our district director, Nancy Heege. During this time, the committee and many members of the congregation joined two facilitators as we explored Beyond Categorical Thinking to ensure that we would think and act inclusively in our search.

After analyzing the data we were better able to answer the questions contained in the Congregational Record. The second step was How Shall We Best Describe Ourselves? Doug Wallace graciously did the bulk of writing the on-line CR with assistance from others as he requested. So, we threw out our bait and 23 ministers proclaimed themselves interested in exchanging packets with us—meaning we needed to read each of their on-line Ministerial Records to decide who we might be interested in pursuing. Thanks to the guidance of Marilyn Jennewein, our packet answers the question, What Shall We Include to Entice a Minister to our Congregation and Our Area? As a committee we chose 10 candidates to exchange packets. We contacted their references,

reviewed their packets (on-line and hard copy) and searched the web for podcasts of their sermons, their websites, their current churches, etc. From this information we asked to have phone interviews with 7 candidates. Benjamin Maucere, our interim minister, provided us with a mock interview to hone our phone interview skills. After the phone interviews, two candidates withdrew from consideration declaring us not a good fit for them.

The next step could be entitled, Getting to Know You, for the committee and the minister. Of the five remaining candidates, we asked four to visit us and preach in a neutral pulpit in a nearby city.

Doug Wallace, affectionately known as the *Lone Arranger*, was pivotal in travel, lodging and pulpit arrangements for ministers and, sometimes, their family. Four weekends were a whirl of meeting, eating, sharing, touring and interviewing to attempt to answer all the important questions for the committee and likewise, all the important questions for the minister and family. Kris Barrash and Jean Reese are to be thanked for their efforts during these weekends. After our last pre-candidating weekend, the committee chose two of the ministers who we thought would match our congregational needs by:

- their experience (church and other work) in leading people through major change – in consideration of future decisions concerning the building,
- their ability to assist us as individuals and as a congregation to a more inclusive, respectful and celebratory place for the many theological differences within Unitarian Universalism—including providing Sunday services that appeal to both head and heart,
- exhibiting a warm, friendly, collaborative nature,
- their desire to assist us in extending our UU presence in the community—primarily through supporting and focusing our social justice efforts,
- their interest in expanding our multi-generational opportunities and providing energy in support of a campus ministry

On the appointed day to call and offer, we were met with a huge disappointment- our choices were not choosing us.

# LEADERSHIP: Ministerial Search Committee (cont.)

The committee contacted the Board and gave recommendations to consider for next steps. The Board offered Benjamin Maucere an additional year to assist the congregation in making a decision about the church building and to continue working towards a more inclusive, respectful and celebratory place for the many theological differences within Unitarian Universalism. This search committee is gathering their perceptions regarding how the search could go better, what the committee could improve, and how to keep the congregation on track on the two major issues such that a candidate would be pleased to join us next year. The Transitions Office will have a new director in

June. Our congregation has been invited and will participate in a meeting at GA in June to explore the challenges of this last year's search for many congregations in the midwest. Mary McMurray and Nancy Noyer have offered to continue on the next search committee if approved by the congregation. The committee wishes to thank Benjamin for his support and wise counsel, Tyler for going above and beyond with some of our requests and Sue Eberly for making our products look good on the website.

Submitted by Nancy Noyer, co-chair

## STAFF: Interim Minister, Rev. Benjamin Maucere

Since the last annual meeting we have had deaths in the congregation: Marcia Nagle, and Sue Sarlette. Let us observe a moment of silence in their memories.

And we have celebrated the following marriages within the congregation: Norman Williams & Olivia Atcherson, Jessica Johnson & Christie Dancel, Terry Wahls & Jackie Reger.

And we have surely made history—within one calendar year plus one week, UUSIC hosted and my wife Holly and I coordinated the marriages of 58 same-sex couples from outside the congregation. Do we celebrate marriage equality or what!

Since I joined you as interim minister, I have had certain priorities intended to help prepare you for settled ministry. These tasks are to aid UUSIC in:

- Claiming and honoring its past and healing its griefs and conflicts.

- Illuminating the congregation's unique identity, its strengths, its needs, and its challenges.
- Clarifying the multiple dimensions of leadership, both ordained and lay, and navigating the shifts in leadership that accompany times of transition.
- Renewing connections with available resources within and beyond the UUA.
- Enabling the congregation to renew its vision, strengthen its stewardship, prepare for new professional leadership, and engage its future with anticipation and zest.

We have had workshops and we have had individual group discussions on prior conflicts, grief and loss as well as values clarification and where you want to go as a congregation. Through work with the Board on governance we've become more clear on the roles of the Board, minister, and the membership. We've utilized UUA and other resources in this effort. The District Annual Meeting was well attended. We



## STAFF: Interim Minister, Rev. Benjamin Maucere (cont.)

observed “Association Sunday” and raised \$1411 dollars to fund UUA special projects. Stewardship and other fundraising has gone very well.

During our time together my relationship with you has deepened, while not growing so close as to lose sight that I would be moving on.

While this work is ongoing and never totally completed, I believe you were indeed ready to welcome new professional leadership and to engage your future “with anticipation and zest.”

However, the right person was not found. Search Committee members, who had invested so much of their lives in identifying a potential candidate were stunned. As was the Board. As were you, the congregation. I was hurt and disappointed on your behalf.

Your Search Committee identified issues raised by potential candidates that need to be addressed in the coming year. The Board asked me to continue working with you.

The District Settlement Representative and the UUA Transitions Director agreed to approve a rare third year based on a contractual agreement to address “The challenge of a positive decision-making process regarding the church building,” and “The challenge to view theological differences as a source of energy and learning, rather than a source of misunderstanding and separation.”

My priorities are to help you address these challenges. I have already recruited and met with a group to work on celebrating our theological diversity. I will work with the Board to recruit a group to work on a decision on the building.

If you have ideas on how to proceed in these areas, please don’t hesitate to let me know.

You are a great group and you deserve a great minister. Our successful work together in the coming year will make this congregation more attractive to potential candidates.

Yours in faith,  
Benjamin



Rev. Benjamin Maucere will be Interim Minister for UUSIC through August, 2011.

# STAFF: UUSIC Webmaster, Susan Eberly

Our website now contains 133 pages, and continues to provide current information to our members and friends. Helpful features include:

Our home page – This is updated at the beginning of each month, and includes an announcement section (updated every two weeks) that links visitors to special activities and focus events.

“What’s Happening” – Our online calendar is updated biweekly with event dates, places, and times; most events listed on the calendar also link the visitor to additional information.

The *UU News* online – Our monthly newsletter is provided online in PDF format and now includes color photos); having it available online has reduced the cost of distributing our newsletter.

Our “programs and activities” section now includes some 28 different programs, activities, and groups; these pages are updated as information becomes available, either from the *UU News* or from group leaders.

Our Lifespan Religious Education section provides Information about LRE for adults as well as children, including Welcome Home Wednesdays.

Since July 2009, our top ten pages – the pages that have the most visitors -- have consistently been the pages below:

- Home page
- Sunday services
- Newcomers
- Programs, groups, and activities
- Sermon archive
- Membership
- Site map
- Staff
- LRE (including Adult LRE, and WHW)
- What’s happening

In terms of site usage, the easiest data to interpret is that of the average number of visits per day for each month, and the average number of pages opened during each visit.

A **visit** is a series of requests from a single, individual visitor, who may open one or more pages; visits “time out” after 30 minutes.

**Pages opened** are fully downloaded pages; page components (such as images, etc.) are not included in this count.

Web usage, UUSIC.org Year, month	Visits, average per day	Pages opened, average per day
<b>2009</b>		
July	101	331
Aug	100	270
Sept	129	318
Oct	170	366
Nov	126	309
Dec	130	302
<b>Average/month, Jul-Dec, 2009</b>	<b>126</b>	<b>316</b>
<b>2010</b>		
Jan	148	383
Feb	122	362
Mar	125	292
<b>Average/day, Jan–Mar, 2010</b>	<b>132</b>	<b>346</b>

## STAFF: Office Administrator, Tyler Hanft

The annual report is growing! We have many new reports included this year. Vice President Russ Lenth, Webmaster Sue Eberly, Ministerial Search Committee, and the Campus Ministry have all submitted first time reports.

One of my goals in 2009 was helping control administrative costs during UUSIC's "budget crunch". I'm happy to report an overall successful campaign. The society leased a new printer at a savings of \$2500-3000 per year for the next five years. Close work with Treasurer Dick Siefers has helped reduce our reliance on our accountants by a full third, a savings of \$2,900 in 2009.

Sue Eberly's redesign of the website that had just begun when I wrote my last report has been completed and is now an excellent source of information and very eye catching for interested visitors. Many guests who sign the register on Sunday's list the website as their method of introduction for UUSIC. Be sure to check out Sue's wonderful interactive calendar.

Our online newsletter now carries full color pictures and pictures not able to be

squeezed into the print edition. Back issues are available at [www.uusic.org](http://www.uusic.org). The order of service has been redesigned to fit on one page. Finally, allchurch emails are now on a regular Wednesday schedule under the heading UUSIC Weekly Update, a boon for both submitters and people wanting to stay up to date on events. To subscribe, contact the office.

Overall, this was a very successful year for the administrative side of UUSIC and I'd like to thank every one who has helped to coordinate a project and especially my wonderful volunteers: Jeanette Carter, Peggy Houston, Gay Mikelson, Jean Reese and Joan Benziger who has recently moved and will be missed. You have made my work both easier and a lot of fun. I'm excited to continue working with Rev. Benjamin, staff and volunteers for another year and to continue to improve the quality of documents and projects at UUSIC.

## STAFF: Music Director, Barbara Buddin

The music program continues to be based on the choir, accompanist, and incidental music for activities outside the service. The season begins in mid-August and ends in mid-May. The choir meets each Thursday evening, performing anthems at two services per month, and Introids weekly. We participate at both services on Sunday mornings. This year the choir performed for twenty-six services. The membership is voluntary with no audition process. At this time the core membership is twelve. Recruitment is ongoing with announcements in the Order of Service and the Newsletter. There is an open invitation for new members and all are encouraged to join. The repertoire consists of a variety of time periods and genre. We performed folk songs, spirituals, madrigals, pop, jazz, Bach to Bernstein. The subjects are chosen to support the topic of the service. The choir is a closely knit yet welcoming group that feels a great responsibility to enhance the worship service.

We are fortunate to be accompanied by Joseph McKinley. The repertoire he utilizes is vast. We have enjoyed Bach, Chopin, and jazz standards. He accompanies and assists the choir for rehearsals and performs for the services,

and other events whenever possible. The organ is in need of maintenance, yet is frequently used to accompany hymns. Due to budgetary constraints we have limited guest soloists to members of the congregation or to those who would donate their talents. Instrumentalists have been soloists as well as accompanied the choir.

Recruitment is the key issue in the music program. We will do everything possible to facilitate participation. We would like to add to the performance schedule a cantata or other large work, begin a Fine Arts Series to include recitals, plays and readings. There is a need to include youth in the music ministry. As always, I praise the volunteer performers who are dedicated to the UUSIC through their love of music.

# STAFF: Director of Religious Education, Lois Cole

This year our Religious Education program, which had a registration of a little over a hundred at the beginning of the year has welcomed more new families than any year, finishing with a registration of 149. As we prepare for the 2010 – 11 year, we are exploring ways to better meet the needs of our families, provide opportunities for socializing and meaningful engagement among parents, and harness the fresh ideas and talent our newcomers bring.

Our 2009-10 RE theme *Inspired Faith Effective Action* was well-embraced by children and youth. The story of children in a village high up in the mountains of Pakistan, who had no school-house and scratched their multiplication tables in the dirt, until their plight was made known to a visiting stranger, Greg Mortenson, captivated young people at UUSIC. By selling garlic, small plants, handwritten fortunes during coffee hour and clearing out their own piggy-banks and wallets, they managed to raise \$330 for Pennies for Peace, Mortenson's charity which funds schools, scholarships and supplies for young people in Afghanistan and Pakistan. Many of our young people also responded to the earthquake disaster in Haiti. The youth and young adults held a Hearts for Haiti Benefit dinner. Grades 4 – 6 students organized a game night with pizza. Our junior high did yard work and spring cleaning to raise money for tents to be sent to Haiti. The preschool children increased their knowledge of Haiti, celebrating its music, food, and culture. Meanwhile, the children and youth continue to support local causes: Free Lunch, the Crisis Center, Domestic Violence Shelter, Run for the Schools, and the Sachter House. Concerns about the environment were expressed by the youth, who attended the Iowa Rivers Revival.

This year, UUSIC set the goal of raising the visibility and involvement of our senior high youth in worship services and other church activities as a priority. The Youth Adult Committee sent representatives to the Prairie Star Youth Summit to learn strategies for involving youth in the church life of the congregation. More youth have presented the intergenerational focus in worship services and provided special music – experiencing accolades and full appreciation from the congregation – this year. The youth group held their class early to attend the Earth Day Service together, in preparation for planning their own youth-led service. In programming for next year, we are considering this model, of holding the youth group early once a month, so that they can attend and be a part of the Sunday morning worship service.

For further details on Lifespan Religious Education accomplishments this year, I encourage you to review the Children and Youth Committee and Welcome Home Wednesdays reports in these pages. Meanwhile, I would like to express gratitude to all of teachers and childcare workers whose creativity and dedication have brought life to RE programming.

I continue with my ministry studies in the Modified Residency Program at Meadville Lombard Theological School. I am grateful that UUSIC allows me opportunities to develop in my career. I am also grateful to Rev. Benjamin Maucere, and members of my praxis team, who continue to ask questions and provide feedback as I explore ministry in my work.



# Lifespan Religious Education Long Range Plan

We provide Unitarian Universalist Religious Education for our children and youth on Sunday mornings and education and enrichment opportunities for our community throughout the week. In our Sunday morning programs, we seek to build a safe, nurturing community that encourages young people to explore the areas of self, world, church and mystery and to develop personal values and responsibilities as they define their religious journey.

## Sunday Morning Religious Education

### *Past Year Achievements*

- Effectively administered the “The Unitarian Universalist Society of Iowa City Safe Congregation Policies and Procedures For Children and Youth,” our newly adopted church safety policy
- The RE theme *Inspired Faith Effective Action* engaged young people in numerous service and action projects
- Provided Religious Education orientations for parents
- Provided training and development opportunities, sending a youth to the Midwest Leadership School, youth and advisors to the Prairie Star District Youth Summit, teachers to Our Whole Lives training, and youth to General Assembly
- Created opportunities for young people to participate in Sunday morning worship, and present the intergenerational focus and provide special music
- Adapted preschool kindergarten classroom to better serve children with special learning needs
- Established a Campus Ministry Committee and Campus Coordinator Position
- Held a variety of multi-generational events
- Assessed the feasibility of RE programming at a 9:00 service
- Furthered multi-generational interaction among Religious Education classes, children and adults, by setting aside several Sundays for special programming during RE

### *Next 12 – 15 Month Goals*

- Provide Our Whole Lives Grades 7 – 9 on Wednesday evenings
- Develop resources for our educators in addressing the needs of children with Attention Deficity Disorder and autism
- Improve the comfort and presentation of the preschool, junior and senior high rooms
- Continue to assess the quality of our programming, and explore ways to better meet the needs of children, youth and parents
- Provide opportunity for parents to socialize together and explore RE related topics
- Provide more training and development opportunities through district conferences and workshops for youth and teachers
- Integrate youth in the life of the church, making opportunities for them to serve on committees, join interest groups, the choir, participate in Welcome Home Wednesday classes, and attend worship

### *Long Term Goals*

- Establish a fully funded campus ministry program
- Work on young adult outreach for college students by organizing young adult training opportunities
- Provide additional religious education opportunities for adults
- Increase multigenerational interaction by promoting collaboration among UUSIC interest groups on service projects, activities, and events
- Address space and programming needs, providing adequate classroom space for grades preschool – senior high, and an area for physical activity and large programming
- Continue to explore faith and development

# PEOPLE GROUP: Unicare & Pastoral Care Associates

Beginning in 2005, the Pastoral Care Team is completing its fifth year of existence. The Team meets once a month, usually on the second Tuesday at 4 pm in the UUSIC Library.

The Pastoral Care Team supports the inherent worth and dignity of every person, and practices compassion in human relations. Its goal is to provide a ministry of support, hope and caring, so that no one connected to this congregation needs to feel alone.

Team members are asked to serve a two-year term. Current members are: Alice Atkinson, Susan Eberly, Donna Johnson, Miriam Kashia, Ricardo Sauro, Gordon Strayer, Christopher J.Taylor.

The UniCare Coordinator, Bonnie Penno, meets with the team to provide a liaison between the groups. The interim minister, Benjamin Maucere, also attends the meetings.

Activities in 2009 included:

- Continued to make telephone calls and visits that provided attention and support to Society members and friends.
- Have in place list of Community resources/services; continue to add to list as new resources are identified; placed list online and linked to Pastoral Care website.
- Established a system to loan medical and/or mobility aids to Society members according to their needs. Created a database of such resources.
- Served a Sunday meal for Campus Ministry.
- Continued to send cards in response to joys and concerns of Society members and friends, with the assistance of Jonni Ellsworth.

This year's goals are to recruit three new members to replace ones whose terms are expiring, and continue providing Society members and friends with attention according to their needs and our goals.

Respectfully submitted, Ricardo H.Sauro

## Committee on Congregational Relations

Conflict is inescapable in human relations. Our challenge is to resolve conflicts in ways that build rather than diminish community. Often it is helpful to involve other skilled people to advise and assist parties in conflict to resolve their differences in positive ways. The purpose of the Committee on Congregational Relations is to fill that role by promoting healthy and constructive ways for members and friends to deal with disagreements. The CCR will also assist individuals or groups with concerns to find appropriate mechanisms for expressing and addressing those concerns and to assist the Board and the membership to promote greater internal accountability and responsibility.

Committee Members: Garry Klein, Jim Laughlin, Kathy McDonald

# PEOPLE GROUP: Membership Associates

This committee relates to the mission goal: Membership and UU Community Life. Goals: Create a welcoming environment, maintain an inclusive sense of community, and sustain a connection for visitors, members, and friends.

- Jean Hood and Lori Marshall spear-headed the process for having the new church directory completed.
- We meet every third Sunday of the month in the Library at 9:00 A.M.
- We recruit three ushers for each Sunday service and the Christmas Eve service.
- Flower donations for Sunday services are not requested by the committee. Congregational members supply flowers for special acknowledgements.
- We staff the Information Table with two associates each Sunday between services. One associate acts as a greeter for each Sunday service.
- Members have provided two suppers for the Campus ministry.
- We validated member voting cards for the congregational meetings.
- We had 25 people sign the “Membership Book” in 2009. This resulted in a green star award from the Prairie Star District for Greatest Growth in Absolute Number. New members receive a directory, the by-laws, an annual report, and a stewardship form. In addition, they fill out a biographical data sheet with choices for involvement in the UUSIC. They also are photographed for the UU News and their photos are displayed in Channing Hall when the Recognition Ceremony is celebrated.
- We have the New Member recognition ceremony twice a year.
- We instituted “Cinnamon Roll Sunday” to honor all new members for the previous year.
- We had two orientation sessions for new members and interested parties.
- We have a Q & A Session for visitors every second Sunday of the month in the Fireside Room. Associates rotate for this assignment.
- Visitors (who leave a phone number) receive a follow-up phone call from Virginia Stamler. Also, visitors are sent a welcoming postcard the following Tuesday by the office volunteer .
- We completed a manual detailing the work of the committee.

Goals: Develop a method for tracking new members, have the “Cinnamon Roll Sunday” as an annual event, upgrade the appearance of the Information Table, upgrade the guest registry book, continue our policies to welcome visitors and engage new members.

Members: Larry Audlehelm, Jean Hood, Nita Kosier, Gary Lawrenson, Ruth Lindeen, Ruth Muir, Carol Nordquist, Jean Reese , Mary Roth, Virginia Stamler, Adam Tatro, Christopher Taylor, Peg Voelker, Rev. Benjamin Maucere, *Ex officio*.

# Membership Associates Long Range Plan

## Past Year Achievements

- Staffed information table available every Sunday during one or two coffee hours.
- Information Table between services staffed by one associate who also acts as greeter for first service.
- One associate greeted for the second service
- Recruited 6 ushers/week, 1 person/family to provide flowers
- Monitored and updated the voting Membership List for congregational meetings
- Assisted with two New Member Recognition Services and provided receptions
- Led two UU Orientations for new members
- Contacted new visitors and friends directly to provide information and answer questions
- Maintained New Member Picture board in Channing Hall
- Placed photos and biographical data of new members in the UUNews
- Connected new members to chairs of committees when interest shown

## Next 12-15 Month Goals

- Make cinnamon roll Sunday an annual event
- Continue program of Visitor Q & A each month
- Fine-tune the procedure manual for all the activities that the associates perform
- Recruit additional committee members
- Orient members of the congregation in welcoming visitors
- Provide committee training, particularly with procedure for signing new members.
- Upgrade appearance of Information Table
- Develop a procedure to contact new members periodically
- Continue to utilize alternative advertising including WSUI, Connections GLBT Resource Directory
- Enhance connections with RE parents to offer opportunity of membership

- Recruit ushers from UUSIC affiliated organization/interest groups
- Develop a method to contact members/friends who aren't in current attendance

## Long Term Goals

- Increase frequency/structure of newcomer orientations
- Pursue usher sign-up via the web site
- Consider a regular Welcome Home Wednesday class on the history of UU
- Refine the current system for “connecting” new members to the Society
- Maintain/enhance the member database with Administrator's assistance



# PEOPLE GROUP: Ushers

Thanks to all of those who assisted with ushering for our Sunday services in May 2009 through May 2010 (apologies to anyone inadvertently omitted):

Ken Atkinson	Jean Hood	Carol Nordquist	Chris Taylor
Larry Audlehelm	Kathy Huedepohl	Jerry Nordquist	Al Thomas
Philip Beck	Lois Hughes	Mark NeuCollins	Betty Thomas
Sharon Booker	Merle Ihne	Ryan NeuCollins	Carol Throckmorton
Ann Bovbjerg	Dave Jepsen	Nancy Noyer	Theresa Ullerich
Rick Bradshaw	Mary Jepsen	Kelly O'Berry	Peg Voelker
Pete Brokaw	Miriam Kashia	Sue Otto	Zach Wahls
Leiden Cervantes	Nita Kosier	Paul Pomrehn	Zebby Wahls
Laura Clinkenbeard	Kasia Laskowska	Dorothy Paul	Mary Kathryn Wallace
Ron Crawford	Gary Lawrenson	Carrie Pearson	Charles Williams
Sage Dolash-Hauser	Jan Locher	Judy Quinn	Ed Wolfe
Jonni Ellsworth	Steve Locher	Jean Reese	
John Elson	Mary Losch	Mary Roth	
Jim Ephgrave	Ruth Lindeen	Ricardo Sauro	
Pat Ephgrave	Dave Martin	Deb Schoelerman	
Dan Gall	Diane Martin	Faye Strayer	
Meredith Gall	Mary McMurray	Gordon Strayer	
Gail Garwood	Tom McMurray	Virginia Stamler	
Kath Henderson	Gay Mikelson	Jill Stephenson	
Al Hood	Ruth Muir	Mary Stewart	
		Adam Tatro	

# PEOPLE GROUP: Coffee Hosts

Thanks to Jeanette Carter, Kathleen Henderson, Faye Strayer, and the Secular Humanist Group. In September we began having committees host the coffee hour monthly, they are in order: the UUSIC board of directors, First Thursday Covenant Group, Green Sanctuary Committee, First Sunday Covenant Group, Third Thursday Covenant Group, Free Lunch, Worthley Evenings, and the Wednesday Covenant Group.

# PROGRAM GROUP: Program Council

This year's Program Council was held on January 30, 2010 from 10 am to 12 pm in Channing Hall.

The meeting was attended by over 20 people representing the committees, Board and staff of UUSIC. Interim Minister Rev. Benjamin Maucere opened the meeting. Attendees introduced themselves and shared updates and accomplishments from the past year. Office Administrator Tyler Hanft presented voucher guidelines, tips on writing press releases for local papers, and information on publicizing committee events in the order of service, newsletter, weekly email, bulletin boards and website. Steve Locher discussed the Board's work on policy governance.

New committees included Campus Ministry and Sue Eberly as UUSIC webmaster.

Forms to identify committee members and leaders were distributed and collected and calendaring for the remaining year was done. Next year two Program Council meetings are planned, one in early fall and another in late winter.

Submitted by Tyler Hanft, Office Administrator

# PROGRAM GROUP: Covenant Groups

The covenant group program offers members and friends at UUSIC the experience of nurturing our connections and exploring our spirituality within a small, committed group. Each group meets once a month and is facilitated by 2 trained facilitators. The facilitators meet several times a year to work on the nuts and bolts of the program. We are quite pleased that the program has grown both in numbers and in activities this year.

Groups had added members and new facilitators throughout the year and we have established another new group this year. Currently, there are 60 individuals in the 5 covenant groups. We are hoping to add another group this coming fall.

We have been working on several areas to improve our program. This year we held an all covenant group potluck and program which members enjoyed. We are hoping to make this an annual event. We are also having more social events in each group, mostly potlucks.

Covenant groups continue to do service projects as opportunities to act on our UU and individual principles. Some of the projects have been weeding the UU courtyard garden and planting the flower boxes, fixing and serving meals for the Shelter House, and providing meals for free lunch and the shelter house. Groups have helped with ushering and serving coffee between services.

We would like to continue to add members to the program so that the Covenant Group Program can be one of the backbones of the church community, a place of exploration and support.

Submitted by Jan Locher



# PROGRAM GROUP: Welcome Home Wednesdays

Description: Two six-week sessions, one in the fall and one in the winter, which consist of weekly dinner, mid-week service and classes/programs. Daycare and children's programming is provided after the meal for the midweek service and classes. Welcome Home Wednesdays gives the congregation an opportunity to reflect, share and grow intellectually or spiritually each fall and winter. The evening meal is a nutritious and joyful way to share with other members and to foster new connections. The mid-week service gives us all a chance for mid-week reflection and inner peace. The classes or programs offer opportunities for discussion, self-growth, new experiences, or service experiences.

Classes/Programs:

## Fall

- Our UU Story -led by Membership Associates
- The Art of Storytelling - Lois Cole
- Knitting for Warmth - Mary Jepsen, Lisa Stover, and Linda Rice
- Zumba - Collin Kerstetter
- Grounding Everyday Life in Authentic Meaning - Kathryn Henry
- Drum Circle - Cliff Missen (2 sessions)
- Service Learning in Mexico - Led by trip participants (one session)

## Winter

- Food as Medicine II - Terry Wahls
- Building Your Own Theology - Rob Dietrich and Dave Jepsen
- Gentle Yoga - Kathy Moon
- MUUSIC for All - Tabitha Rasmussen
- Growing a Green Sanctuary II - led by the Green Sanctuary Committee
- Drum Circle - Cliff Missen (2 sessions)

Committee Members: Lois Cole, Mary Jepsen, Gary Lawrenson, Caryl Lyons, Tom McMurray, Lisa Stover, Sharon Thomas, Lucy Choisser, Carol Throckmorton, Linda Rice

## Meetings

Our committee meets about four times per program year. We meet once in the summer to get things ready for the fall, after the fall session to evaluate and plan for the winter session, after the winter session to evaluate and sometimes again to start planning for both the fall and winter sessions. We meet on Wednesday nights for about two hours each meeting.

## Purpose

We strive to offer intergenerational opportunities encouraging personal growth and fostering relationships and connections with others and with the environment. Also, we hope each session will provide a forum for discussion focusing on various personal, political, environmental, and spiritual topics. We want to maintain a healthy and delicious menu each session at a low-cost to our participants.

## Achievements

This program year we again had a Green theme. We had the Green Sanctuary lead a class to share their Green knowledge with everyone and our wonderful, creative cook Liz buys most of the ingredients for our meals at the New Pioneer food coop. To continue the Green theme, the committee uses no disposables in serving the meals.

By the end of our "Knitting for Warmth" class in the fall, we were able to donate MANY colorful headbands to Grant Wood Elementary School. We always invited members of the community to attend our classes by advertising in the Press Citizen and other places. Both the "Food as Medicine" and the "Growing a Green Sanctuary" classes were attended by newcomers. Those planning the mid-week services aimed to provide a balance between group participation and quiet meditation/reflection.

We continue to work well as a committee, to be very efficient in our planning sessions and planning most things through email, rather than hosting a lot of meetings.

# Welcome Home Wednesdays Long Range Plan

## Welcome Home Wednesdays

Welcome Home Wednesdays is a twice-yearly six-week evening program that expands opportunities for spiritual and intellectual growth and community life through meals, worship, classes and intergenerational programming.

### *Past Year Achievements*

- Our registration for classes last fall was 60 and 89 this spring – the largest attendance since the start of Welcome Home Wednesdays.
- With the aid of surveys and feedback forms, and the recruitment endeavors of our committee, we have been able to offer a large variety of classes relevant to our UU tradition.
- Enlisted UUSIC program and interest groups, such as the Membership Committee and Green Sanctuary, to sponsor classes during Welcome Home Wednesdays.
- Continued to encourage faith development through classes focusing on Unitarian Universalism and utilizing UU resources and curricula, such as *Creating Your Own Theology*
- Continued to provide intimate mid-week worship services
- Provided delicious and cost-effective meals
- Increased membership on the Welcome Home Wednesdays Committee

### *Next 12 – 15 Month goals*

- Provide multigenerational opportunities, encouraging families and young people to participate
- Expand our children's programming, using crafts, theater and music
- Evaluate our budget and adjust costs if necessary
- Continue to develop Unitarian Universalism faith development programs
- Provide large forums for engagement and enriching discussion among people of diverse beliefs

- Encourage involvement of youth and young adults, offering special classes for young adults and for teens

### *Long Term Goals*

- Encourage involvement of youth and young adults, perhaps offering special classes for young adults and for teens
- Continue to have programs be self-supporting and low cost
- Work in conjunction with the membership committee to use Welcome Home Wednesdays as a means of involving new members in congregational life
- Bring in members of the community through effective advertising and recruitment



# PROGRAM GROUP: Children & Youth Committee

The purpose of the Children and Youth Committee (CYC) continues as originally established, as a support unit of religious education and the Director of Religious Education in teaching values consistent with the mission of our Society, and to support and encourage intergenerational activities, social outreach, service and worship in the classroom and throughout our lives. CYC meets monthly in member's homes or at the UUSIC.

The members of the committee this year were: Bonnie Penno, Chair; Maureen Patterson, Meredith Gall, Brad McDowell, and Renee Speh. Each committee member hosted meetings, submitted monthly reports for the Newsletter, and was a liaison to one of the five age groups. In addition, they planned and attended all the CYC sponsored events, as well as helped with RE kick off, teacher recognition, recruitment, parent meetings, selecting curriculum, review and establishing an updated Safety Policy, and filling in for the Director of Religious Education in her absence.

The CYC events were planned with the following RE theme in mind: Inspired Faith, Effective Action. All the RE teachers met together for orientation and planning, and in December there was a mid-term meeting. In September the RE teachers were commissioned and each committee member contacted their age-group teachers to provide support and be a resource. This has been an effective tool throughout the RE year. On October 25<sup>th</sup>, the Children's Chapel was held, and Pennies for Peace was started. Also, a FUUN Night was held on October 23<sup>rd</sup>, with fall fun for all, with decorated pumpkins donated to the Shelter for Domestic Violence. November 22<sup>nd</sup> offered an intergenerational service, along with a multi-age program on November 29<sup>th</sup> where lasagnas were made to be used for our Free Lunch program in December. The annual Hanging of the Greens took place on December 11<sup>th</sup>, where ornaments were made to decorate both a tree in Channing hall, and a Norfolk Pine donated to the Shelter for Domestic Violence. Many members participated in the Intergenerational Service on December 20<sup>th</sup>. In February, the committee provided a nutritious and delicious meal for the Sunday evening Campus Ministry group. The RE Open House was held on February 14<sup>th</sup> with program viewing in all the classrooms, as well as a lovely reception in Channing Hall during Coffee Hour. March offered those in town during spring break the opportunity to participate in another social service event, learning about homelessness and making a nutritious snack to offer the Free Lunch guests, in addition to decorating coffee mugs for the guests at Free Lunch. Intergenerational spring service was held on April 4<sup>th</sup>, and a spring Children's Chapel offered using an ecological theme. Curriculum selection for the next year has been made and recruiting teachers for the next RE year is in progress.

A major issue that has affected the RE program this year has been exploring ways to balance attendance between the 9:00am and 11:00 RE classes. Much discussion has taken place with the pros and cons and the effects this has had on the whole RE program and overall teacher operations. A proposed survey and discussion with Board, teachers and parents will assist to establish the most beneficial class schedule for the next RE year of 2010-2011.

Submitted by Bonnie Penno, Chairperson



*The Grade 4—6 class raised \$330 for Pennies for Peace, a service-learning program that helps with education in Central Asia. The class especially enjoyed the idea of helping with the education of girls in the region, said one of their teachers, as it was agreed that this is the primary step toward a peaceful society.*

# PROGRAM GROUP: Interweave Chapter

Established in 1997, the Unitarian Universalist Society of Iowa City Interweave Chapter is a membership organization actively working to end oppression based on sexual orientation and gender identity. We meet monthly to plan and socialize. Interweave is affiliated with the Unitarian Universalist Association, and our work is guided by Unitarian Universalist principles. By providing and supporting leadership, and working in collaboration with other organizations of similar vision, we strive to connect and nurture all lesbian, bisexual, gay, transgender, questioning people, communities, groups, and their heterosexual allies. We are dedicated to facilitating the celebration of the culture and lives of its members, and we support our congregation's continuing commitment to being a Welcoming Congregation. The Chapter's responsibilities include organizing and supporting programs that affirm lesbian, bisexual, gay, transgender and questioning people within our congregation and society.

## Past Year Achievements:

- We participated in Marriage Equality forums.
- We helped with the marriages of LGBTQ people who came to UUSIC
- We continued our outreach efforts to both UUSIC and the local community.
- We maintained an Interweave Bulletin Board in Channing Hall.
- We have representation at PFLAG.
- We have representation at OWLS (a lesbian/bisexual organization).
- We have representation at Connections.
- We were active participants in Pride Month.
- We marched in the Pride Parade carrying our UU Pride Banners.
- We attended political meetings, and stayed informed of political events.
- We hosted events that entertained as well as educated the UUSIC community on LGBTQ issues (films, discussions, dinners and game nights).
- We organized an educational program about the torture and murder of gay and effeminate men in Iraq and Uganda.

## Goals For This Year:

We want to continue to achieve the above listed activities. We plan to organize social events for the LGBTQ community and encourage participation

of allies. We will continue to remain connected to the Continental Interweave, and to maintain our Chapter membership within the UUA organization. In order to help members establish closer connections to one another and the UU community, we will continue to hold numerous social events. We want to bring about Marriage Equality throughout the U.S., and we will continue to work toward that goal.

## Members:

Joe Brisben, Amy Butler, John Elson (Co-chair), Gail Garwood, Betsy Klein, Kathryn Messer, Gay Mikelson, Liz Noyes, Jean Reese, Ricardo Sauro, Merrill Sparks, Faye Strayer, Theresa Ullerich, Tova Vitiello (Co-chair), and Mark Yuskis.

Submitted by John Elson and Tova Vitiello, Co-chairs



Members of Interweave enjoying the annual Pride Parade.  
Photo taken by Donald Baxter

# PROGRAM GROUP: Worship Associates

The Worship Associate Team consists of nine to twelve UUSIC members who have an interest in worship and the quality of the UUSIC congregation members' worship experience. The leadership of this team is shared by all of its members, with a meeting convener, someone else bringing opening and closing words, and all members participating in discussion. This year and in previous years we have shared a potluck dinner together at the beginning of each meeting. As this is being written, the meeting framework is changing and we are examining new approaches to our meetings. These decisions will be made in the coming months. Currently we meet once a month, taking August off.

The Purpose of Worship Associates is to support and participate in worship services. On the Sundays when the Minister is here, Worship Associates welcome the congregation, lead the Chalice Lighting and Doxology, request that members participate in joys and sorrows, and ask for the offering. On the Sundays when the Minister is not present, once each month during the academic year, Worship Associates take primary responsibility for the services. Again in 2009-10 there were no funds for outside speakers so, in the minister's absence, the speakers for services led by the Worship Associates were from within the Worship Associates group or other congregation members. For these services worship associates are responsible for planning, recruiting speakers or offering writing and offering the sermon, and leading the services.

In Spring worship associates decide on a theme for the upcoming Summer Services, recruit congregation members to speak, work with the speakers to plan the services, and lead the services. In the Summer of 2009, the theme was "where do you find support during difficult times?" Speakers were:

- Bonnie Penno, "Circles of Support: We gather to create enough love, peace and grace to sustain us"
- Margaret Richardson, "Her Voice is Always in My Ear: My mother provided hope and strength that is with me today."
- Charles Davidson: "Too Much Freedom: An examination of cherished American values in the real world"

- Mike Haverkamp, "How Can I Keep From Singing: The sustaining power of music in difficult times"
- Garry Klein and Gary Lawrenson, "Laugh Out Loud: Stressed? Don't get choked up, get joked up! The Garry and Gary Show"
- Zach Wahls, "Walking the Talk: The challenge of living up to Unitarian Universalist ideals"
- Rhonda Rowden, "Finding Balance and Strength After Diagnosis with Breast Cancer: Sources of support from Buddhist teachings and meditations to the kindness of others, and many things in between"
- Diane Martin, "I Am A Card-Carrying Unitarian Universalist: If Unitarian Universalism were against the law, would there be enough evidence to convict you?"
- Cliff Missen, "Song Journal: A search for the right words and a more meaningful way to express them:"
- Charity Rowley, "A Living Faith: Unitarian Universalism is my faith community where I rest, learn and celebrate"

This year Worship Associate team members, Karen Fox and Sue Otto, shared the responsibility of convening and leading the meetings. Other members are Joe Brisben, Will Coghill Behrens, Deb DeLaet, John Elson, Kenn Hubel, David Jepsen, and Judy Tokuhisa. Interim Minister Rev. Benjamin Maucere was present and participated in the meetings.

The goals of the Worship Associate team in the short term are to examine ways to make the meetings more accessible across the generations by changing the meeting format. At the same time we will strive to have times to deepen the spiritual experience of the Worship Associate team members as they participate in planning and implementing services. We will continue to work with Interim Minister Rev. Benjamin Maucere and will work with the new minister as he or she wishes.

Submitted by Karen Fox, Worship Associate team member

# PROGRAM GROUP: UU Book Discussion

The book discussion group offers a chance for all book readers to gather and discuss a variety of books. We meet the second Monday of each month from September through May. In May we chose two selections for discussion for September and October of the following year. At our first meeting in September we chose the books for the remainder of the year. Books are selected from suggestions compiled over the summer as well as new ideas from those attending our first group meeting in September. Both the selection list and the list of books selected for the year are made available to anyone who attends a discussion or requests the information.

The books we discussed in 2009-2010 were: *Sin in the Second City* by Karen Abbott, *Animal Vegetable Miracle* by Barbara Kingsolver, *The Book Club* by Mary Alice Monroe, *Losing Mum and Pup* by Christopher Buckley, *The Reader* by Bernhard Schlink, *The Emigrants* by WG Sebald, *The Guernsey Literary and Potato Peel Pie Society* by Mary Ann Shaffer, *The Women* by TC Boyle and *The Family* by Jeff Sharlett..

The group is a free and open discussion and is open to anyone who loves to read and discuss books. Some of those who attended this year were Mary Lou Welter, facilitator of the group, Dorothy Paul, Caryl Lyons, Sandra Bolton, Donita Hermsen, Kathy Henderson, Lynne Cannon, Nikki Herbst, Lucy Choisser, Margaret Donnelly, and Kate Kasten.

Submitted by Mary Lou Welter, Chair

# PROGRAM GROUP: Dances of Universal Peace



On the second Sunday of each month, September through April, members and friends gather at 6:30 PM in Channing Hall for Dances of Universal Peace -- simple folk dance movements, practiced in combination with chanting or singing of sacred words and phrases from the world's spiritual traditions.

Dance circles have spread around the world through the efforts of the Peaceworks International Network, celebrating both the unity and diversity of all beings, and fostering connections between people. No experience is needed; instruction is provided by Virginia Melroy, a certified teacher of the Dances.

Submitted by Virginia Melroy, Coordinator/Instructor



# PROGRAM GROUP: Worthley Evening

Worthley Evenings appear to be gathering steam again after fears to the contrary.

We credit UU members who have contributed so generously: Bill Eginton, Jonnifer Ellsworth, James and Patricia Ephgrave, John Jennewein, Donna Johnson, Patricia and Verne Kelley, Ruth Muir, Carol and Jerry Nordquist, Dorothy Paul, and Elizabeth Weinberg.

We met six times, a reduction from eight, which helped concentrate our efforts.

Our dinner speakers were invited and introduced by members of our group: Patricia Kelley, Dorothy Paul (twice), Jerry Nordquist, Jonni Ellsworth, and Pat and Jim Ephgrave.

Our speakers and topics were:

- Larry Weber on Iowa River Flooding
- Burns Weston on Global Warming
- Christopher Merrill on the designation of Iowa City as a UNESCO City of Literature
- Richard Stevenson on Finance
- Rex Honey on Palestinian/Israeli Peace
- Dick Caplan on Sherlock Holmes

We are solvent with a positive bank balance of around \$300.

Submitted by Verne Kelley

# PROGRAM GROUP: Campus Ministry

The Campus Ministry group provides an environment for young adults to participate in and learn about Unitarian Universalism while having a good time and engaging with the congregation and the student community.

Meetings: Weekly on most Sundays the University of Iowa is in session. 5:30 pm to 8 pm. Meetings include a short worship service and a meal provided by a church member or committee.

Within the past year, the Campus group has made marked achievements. We have increased our average meeting attendance from about 4 members to around 6 to 8 regular attendees. We are also sending two of our members to the Prairie Star District Conference this year. We also hope to send some of our membership to General Assembly this summer and continue to give our members a chance to contribute to Unitarian Universalism on a larger scale

through similar events. Perhaps the most significant achievement for the group in the past year was gaining official student organization status, granting recognition by the university and access to many services and benefits provided by the university. Looking forward to the next few years, we will be attempting to increase our membership through greater access to the student community and use of the powers accompanying student organization status. Additionally, we will continue to work toward bridging a connection between the student community and the larger congregation. In the long term, we will be looking to participate in more social justice projects like Dance Marathon, as well as focus on more specific spiritual and social justice projects and topics through weekly worships and larger events.

Committee Members: Michael Wilson (Programming Coordinator)  
Pete Brokaw (Faculty Advisor)

# PROGRAM GROUP:

## Social Justice Coordinating Committee

SJCC serves to apply UU principles by coordinating projects and events related to social justice, offering information and education about issues of social and environmental inequity, and distributing funding to service organizations that were selected by a congregational vote and that are engaged in social justice work we wish to support.

SJCC functions as a committee of the whole: Set agenda and facilitate meetings – Diane Martin (and group); Write and distribute minutes – Miriam Kashia; Newsletter articles – Miriam; Sunday Bulletin & Announcements – Diane; Treasurer – Gay Mikelson; PR, Media and Community Liaison – Garry Klein; Liaison to UUSC/PSD – Diane; Worship Associates Liaison – Joe Brisben; CRC Liaison – Charlie Eastham; Contact Person – Barbara Curtin. Additional members: Andy Douglas, Samantha Cumley, Kathy Henderson, Jaia Rosenfels, Peg Bouska. Many others have participated in events and projects. We welcome anyone interested in social justice issues to join us on the second Monday of each month (usually not June to August) at 7:00pm on the third floor of Channing Hall.

At the encouragement of our interim minister, a new process has been instigated to replace the former “Special Solicitations.” Each month one agency is featured for our support. The total number of agencies has not changed, and we continue to support those chosen by congregational vote. The cash contributions from Sunday services and designated checks go to support the featured agency. Our experience over the coming year will reflect the relative success of this change.

### **SJCC highlights from the past year:**

- Continuing support of Earle Canfield, Michigan UU, with ANSWER, a program for education of low caste children in Nepal. About 24 of us now sponsor children in this fine program. Contact SJCC if your family would like to participate.
- Grant Wood School partnership took new turns this year as a super effort was made by 17 UU helpers and 10 donors whose combined efforts created 140 cloth backpacks for the children. SJCC, in partnership with Bethel AME, planted trees in the Grant Wood school yard.
- CROP Walk donors and walkers generated \$700 to fight world hunger, as well as helping to fund our local Crisis Center Food Bank.

- Shelter House Benefit Luncheon raised \$1000 to support their operating budget.
- School Clothing and Winter Outerwear was collected for children in participation with “Together Together” (formerly the Back-to-School Project), a program of the Consultation of Religious Communities (CRC)
- “Action of Immediate Witness “ write-a-thon, (acting on a 2009 UUA General Assembly statement) at our Action Table to request US intervention in the human rights emergency in Iraq where GLBT persons are being systematically tortured and murdered by death squads.
- Sudanese Community Center Project provided school supplies, a filing cabinet, and other useful materials, so children can benefit from an after school program where they receive tutoring and help with schoolwork.
- “TWICE THE GIFT: Alternative Gifting” was a joint venture of SJCC and the Green Sanctuary Committee. UU members selected gifts that give twice: once to your family member or friend, and again to the Project Holiday offerings (Toys for Children, Night of Shelter for the homeless, Crisis Center Family Food Baskets, and Elder Services help so elderly persons can remain in their homes). “Green Gifts” were also available to support the local “Backyard Abundance” organization or for building efficient cook stoves for people in developing countries.

Submitted by Miriam Kashia



# SJCC Funds - 2009

Direct gifts from Sunday Cash Donations

Balance at 1/1/09	\$193
Balance at 12/31/09	\$1,009

Disbursements from Cash

DVIP	\$ 800
Free Dental Clinic	800
Emma Goldman Clinic	800
Uptown Bill's	800
UAY	800
Table to Table	800
NAMI	800
Elder Services	800
Free Medical Clinic	800
CRC Common Fund	1,000
AME Church capital fund	200
CRC dues for 2009	<u>25</u>
	\$8,425

Special Solicitations

Crisis Center	900
Shelter House	1,800

Other UUSIC Fundraising

UUSC (Guest at Your Table)	1,044
Partner Church	3,200
CROP Walk	700
Shelter House Luncheon	835

**Total UUSIC Contributions in 2009: \$16,904**

# SJCC Long Range Plan

## Next 12-15 Month Goals

- UUSIC is one of three local faith communities partnered with Grant Wood School. We continue to involve interested persons from the congregation in various ways, cooperating with the other two faith groups when possible. Notable contribution to the school will be the making of 150 cloth school bags, our second year with this project.
- Continue the activities of letter writing, petition signing, etc. at the advocacy table.
- Continue to provide opportunities for Society members and friends to become involved and energized in social justice activities.
- Continue to coordinate service and social justice activities initiated by Society members and friends.
- Continue to coordinate the distribution of Sunday cash donations and designated checks to agencies selected by the congregation in a democratic process. Advocating for the “Agency of the Month.”
- Work on homelessness and poverty issues in our community and support Shelter House through multiple program activities. The almost annual SH luncheon will be on June 10, 2010.
- Continue to increase the committed, active membership of SJCC.

## Long term Goals

- Hold a potluck dinner/book discussion event or a session of Welcome Home Wednesdays each winter.
- Periodically survey our members and friends to determine the agencies (local and global) to be supported financially by our congregation.
- Expand the role of SJCC as an umbrella or hub that sponsors, coordinates, and supports others outside of SJCC to help make specific events and projects happen.

Submitted by Miriam Kashia



# PROGRAM GROUP: Free Lunch Program

The UUSIC continues to support the Greater Iowa City Free Lunch Program, with inception in 1983. The objective and mission are to provide hot meals on the second Friday of each month for approximately 120 guests at the Wesley Center. We continue to foster ethical and social responsibility, as well as to affirm the inherent worth and dignity of each person, by donations of cash, food and physical service in the preparation, serving and cleanup of the meal and facilities.

Currently, Bonnie Penno is the monthly coordinator, with Sue and Lee Eberly overseeing the operations at the Wesley Center, and with Gay Mikelson and Jeanette Carter completing the Advisory Panel.

## Past Year's Achievements

- Offered hot nutritious meals on the second Friday of the month.
- Used “Theme Lunches” to ensure all guests receive a serving of the special entrée.
- Green practices, such as composting, and recycling materials used for the meal.
- Health practices followed for food safety such as wearing gloves on the serving line, effective hand washing, and suggested installing a hand sanitizer station for all using the Free Lunch facilities.
- Invited new volunteer involvement through the UU News articles.
- Support each committee member through acknowledging joys and concerns.
- Welcome youth and children into the program.
- Kept our expenses very low by having more volunteers donate most of the food items and using the surplus donations from the Free Lunch pantry.
- Update and continue to edit the email list to use for communication and coordination among our volunteers.
- Continue our involvement with the annual IC-FLP Christmas dinner.
- Distribute information initiated by Mary Palmberg, the Coordinator of the Free Lunch Program, in regards to additional requests, and have had UUSIC members respond to these requests.
- Held a summer potluck picnic for all those contributing to the Free Lunch Program this summer for a thank you and opportunity to socialize among committee members.

- Increased interaction with the meal guests at the tables.
- Utilize the increased number of volunteers by having tasks divided up, with addition of a “fresh” cleanup crew.
- Continue to submit monthly reports to the UU Administrator for the Newsletter.
- Maintain the Free Lunch historical materials in a safe container
- Monitor the Checking Account held at the University of Iowa Credit Union.
- Jeanette Carter continues to serve on the Free Lunch Board.

## Next 12-15 Month Goals

- Continue to serve hot nutritious meals on a monthly basis.
- Continue to increase interactions with the guests seated at the dining tables.
- Follow procedures as directed by the Free Lunch Coordinators.
- Increase the health and safe precautions used in food preparations.
- Encourage new volunteers and youth to serve the food that they have prepared.
- Maintain an active and accurate checking balance.
- “Green” practices with composting and recycling material used for the meal.
- Encourage members to assist Mary Palmberg with additional community service projects connected with Free Lunch, communicated via email.

## Long Term Goals

- Continue to offer a biannual Free Lunch Social Event.
- Encourage UUSIC volunteers to become active in IC-FLP leadership roles.

Submitted by Bonnie Penno, chair

# PROGRAM GROUP: Secular Humanists

UUSIC Secular Humanists take special inspiration from UU Principles and sources that:

- Affirm and promote the inherent worth and dignity of every person
- Call upon us to engage in a free and responsible search for truth and meaning
- Counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit

We celebrated our sixth year in 2010, when an average of 31 people attended each of our meetings. Sixty-eight people requested that their names remain on our UUSIC Secular Humanists mailing list when we updated it last fall. Our group includes UUs who identify themselves as humanists, agnostics, free thinkers, skeptics, atheists, and others interested in spirited discussion. We continue to meet on the third Tuesday of each month from August to May.

## *The year's achievements*

At our monthly meetings:

- Dr. Evan Fales of the UI Department of Philosophy discussed his participation in the Notre Dame conference on Old Testament morality: “My Ways Are Not Your Ways: The Character of God in the Hebrew Bible.”
- Eberlys shared “Darwin at Cambridge and Beyond: Celebrating Darwin's 200th birthday at the Darwin Festival in Cambridge, UK” (upon invitation, also presented at Oaknoll).
- The group discussed the December '09 issue of *UU World* and the controversy surrounding its censorship of an advertisement from the Freedom from Religion Foundation.
- Jeanette Carter graciously hosted our annual Winter Solstice Celebration.
- We discussed favorite selections from *The Portable Atheist*, an engaging collection of essays by atheists, agnostics, freethinkers, and free spirits.
- Scott Fedler and Mike Ireland educated us about two other key secular humanist groups in our area, the Corridor Secularists and the Iowa Secularists, and we discussed ways we can work together.

## **Other activities**

- We are working on ways to communicate more effectively about our values and how we act upon them as UUSIC secular humanists; one strategy includes participation in a panel discussion on a Sunday morning in June.

- For our annual fundraiser, in May we will celebrate the many “UUnsung Heroes” in our UUSIC congregation with a meal, a special “thank you” ceremony, and an evening of music.
- Responding to member interest in getting together more than once a month, we held our first Secular Humanists Social at Gail McLure's home.
- With Iowa Secularist Jamie Sabel, we provided information during Sunday coffee hour about Camp Quest, a secular camping experience for young people held each summer in Minnesota.
- We continued under the leadership of Susan and Lee Eberly.
- We provided monthly *UU News* articles announcing meetings and topics.

## **12 -15 Month Goals**

- Continue to hold planning socials in August and December
- Continue to hold stimulating monthly meetings, with topics presented by members and guests
- Continue to provide *UU News* articles and information on our web page (<http://www.uusic.org/ProgramsAndGroups/InterestGroups/SecularHumanists.htm>)
- Continue to network with other groups who share our interests, such as the Iowa Secularists, Corridor Secularists, Iowa City Darwin Days
- Look into membership in a national humanists group, such as the American Humanist Association (AHA)
- Continue to work on communicating more effectively, at UUSIC and in the larger community, about our values and goals as secular humanists

## **Long Term Goals**

- Encourage members of our group to attend national AHA or Council for Secular Humanism symposia and similar activities; present information gathered to the group.
- Develop our own “UUSIC Humanist Manifesto,” including strategies for “coming out of the closet” as humanists and becoming both more active and more visible in our community.

*Susan and Lee Eberly, Co-chairs*



# PROGRAM GROUP: UU Buddhist Sangha

The UU-Buddhist Sangha is a community of people who gather weekly to explore contemporary Buddhist practice and teachings in the context of Unitarian Universalist principles. We rely on our collective wisdom and mutual support to promote clarity, compassion, and ethical behavior through the practices of meditation, mindfulness and discussion. We respect and nurture our unique journeys of mind and spirit. We welcome to our gathering people who wish to deepen their connection to Buddhist practice by participating in a sangha.

The UU-Buddhist Sangha meets weekly in the evening for meditation, reading, and discussion. The members sit in a circle, and use egalitarian democratic principles for discussion and for making decisions. Meetings typically open with a 30 minute silent meditation, continue with a 45 minute discussion, and conclude with a 10-15 minute silent meditation. One member may act as a facilitator for the meeting, handling meeting notices, announcements and, in some cases, preparing some remarks or excerpts for the discussion portion. The focus of practice and discussion is experiential, empirical, and pragmatic. Emphasis is given to the work of Western Buddhist teachers, to mindfulness-based practice, to a spirit of free and responsible inquiry, and to practical application of the teachings in daily life. Guests are occasionally invited to share teachings, practices, and stories. Diversity of view and practice is welcomed as a foundation for collective wisdom. Members find that participation in the sangha gatherings provides a strong motivation for ongoing personal practice and study.

The sangha uses a listserv through UUSIC to communicate the schedule for meetings, to share the focus topic for the coming meeting, and to share reflections, insights, and ideas during the week. A summary of the meeting is often posted following the gathering. Typical attendance is between 5 and 10 members. During Welcome Home Wednesdays, meetings have been shifted to Thursday evenings. A number of new members have joined, bringing varying viewpoints and experiences.

During the past year the Sangha has continued to meet almost every Wednesday evening in the UUSIC library. Occasionally we meet in a member's home. We have used CD's of dharma talks from Tara Brach and Rodney Smith, as well as excerpts from Pema Chodron and Tricycle for the focus of discussions. Individual members share responsibility for finding materials for the discussion and take turns facilitating the meditation and conversation.

The Sangha continues to welcome new members with an interest in mindfulness meditation and the application to everyday life of Western Buddhist dharma teachings.

Steve Locher, Coordinator

# PROGRAM GROUP: Green Sanctuary

Membership: Jeanette Carter, Fred Meyer, Miriam Kashia, Arnold Lindaman, Linda Farkas, Ryan NeuCollins, Marianne Mason  
Deb Schoelerman, chair

In the fall of 2009, members Linda Farkas and Miriam Kashia were leaders in creating and organizing the Interfaith Environmental Action group. Local faith organizations are working collaboratively to educate and affect local policies relating to climate change.

In the fall our committee organized a used book drive with the donated books going to the IC Public Library. We also partnered with SJCC and the Bethel African Episcopal Church, and the Reverend Orlando Dial to plant the tree at Grant Wood Elementary School.

In October several members from our congregation participated in the 350.org event by participating in the rally held on the Pentacrest. The leaders of the 350.org have organized an international campaign to bring attention to the high level of carbon dioxide in the earth's atmosphere. The goal is to reduce the parts of carbon dioxide in the earth's atmosphere from 389 parts per million to 350 parts per million

In the spring, we organized and facilitated six sessions for Welcome Home Wednesday spring series. The focus was to raise awareness about good environmental practices in Johnson County and in our homes.

On April 18<sup>th</sup> our committee presented the Earth Day Sunday Service to celebrate the 40th anniversary of Earth Day with a focus of ethical eating. We again challenged friends and members of UUSIC to take personal action to reduce, reuse, and recycle and to set a goal for the coming year to reduce their carbon footprint by ten percent.

The Green Sanctuary Committee of UUSIC has maintained membership in Iowa Interfaith Power and Light, the state wide organization of faith organizations in Iowa whose mission is to mobilize the religious community to become leaders in the fight against global warming through education, assistance with carbon footprints reductions, and advocacy for sustainable policies. On May 15<sup>th</sup>, we were one of three co-sponsors of a Cool Congregations Workshop, a program of IIPL. The goal of the workshop is educate members of faith communities (and others) on climate change, how to reduce one's carbon footprint, and to learn about local, state, and federal energy policies.

Our main goals for the upcoming program year are (1) continue to provide educational programming for the congregation, (2) continue to partner with SJCC, IEA, and other community collaborators, (3) finish and submit our application for certification from the UUME (Unitarian Universalist Ministry for the Earth) and (4) finish writing the building policy for use of cleaning agents, chemicals, purchase/use of recycled paper products, etc.

Respectfully submitted, Deb Schoelerman



# PROGRAM GROUP: Partner Church

The Partner Church committee raises awareness of our shared Unitarian heritage with Romania and the unique relationship we enjoy with Parochia Unitariana in Janosfalva, Romania. We celebrate this partnership and provide financial support for our partner church by holding a traditional Hungarian dinner each winter. The funds we raise go for specific projects in Romania. Our support this year will support the building of a well in Janosfalva. Additional funds will go for scholarships.

## Past Year Achievements

- The Festival of the First Bread was held on January and was a resounding success. Elizabeth Weinberg prepared the dinner with help from volunteers. A professor from the University of Northern Iowa, Catherine Zeman, provided a glimpse of life for the impoverished Roma population in Romania through pictures and her research findings. In all \$2,630 was raised.
- A presentation about Romania at the Sunday service the morning after the Festival of the First Bread, further raised awareness of the great needs in Janosfalva.
- Mary Kathryn Wallace has been promoting our first congregational group trip to Janosfalva, which takes place this coming September (see below).

## Next 12-15 Month Goals

- A delegation of five will travel to Romania from September 9-21. The purpose of the trip is to further our relationship with our partner church in Janosfalva, provide support for this church, learn more about our Unitarian beginnings, and to act on our principals.
- In the fall the Partner Church Committee will hold several events to welcome the delegation of society members who have returned from Romania. This will include programs for R.E., and a lunch with the Sr. High Group.
- Continue support for scholarships that enable teenagers from

Janosfalva to attend school.

- Develop materials for R.E. classes to share about the partner church. This could be in the form of a C.D. with pictures and captions as well as handicrafts from Romania.
- In February 2011 the Festival of the First Bread will be held to celebrate this strong and unique relationship we have with our Romanian partner church, as well as raise funds to support needed projects in Janosfalva.

*Submitted by Sally Hartman*



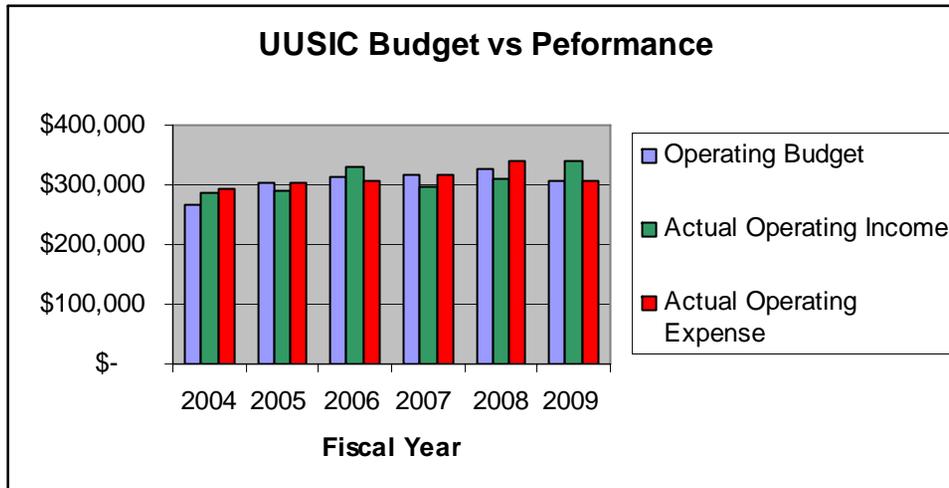
*Janosfalva, Rumania.*

# FINANCE GROUP: Finance Report

By nearly every measure, UUSIC's management of its income and expenses in 2009 was remarkable. The attached EOY 2009 financial reports contain nothing but outstanding news. It was a year in which most of our membership not only made timely financial contributions but made contributions that meet or exceeded their Stewardship pledge. It was this generosity that that made 2009 a remarkable financial year.

As noted in the attached financial report titled "UUSIC 2009 Income and Expense Summary", the Society's total income for the year was \$32,672 above budget forecast (over 10.5% better) while expenses were more than \$800 less resulting in Net Ordinary Income of \$33,503. If the Board of Trustees had not set aside \$12,000 from this year's operating budget to pre-fund the 2010 sanctuary painting project and the minister relocation expenses, operating expenses would have been over \$12,800 less than forecasted and Net Ordinary Income would have been \$45,500.

Our success in managing operational expenses was a collective effort of the Society's committees, staff, and board. As noted in the table below, the Society has only been able to manage expenses within the annual operating budget only one other time during the past six years.



In 2009 we reached a new watermark in both total annual income and net income by eclipsing the previous 2006 total income and net income records by more than \$12,000

respectively. While all of this is positive news it was not achieved without sacrifice by our staff, the Prairie Staff District (PSD) and the Unitarian Universalist Association (UUA). In 2009, staff salaries remained at their 2008 level and our contributions towards the PSD and UUA were approximately 33% of the recommended fair share giving.

The Society's success in managing its income and expenses in 2009 helped improve the Society's Balance Sheet. An improving stock market also helped improve the value of the Society's invested assets – most notably the Endowment Restricted Funds. The \$34,650 in Net Income has helped improve the amount of available cash available to pay normal operating expenses. This is noted by the amount of cash in the Society's checking/savings account which as shown on the financial report title "UUSIC Historical Balance Sheet Comparison" is the best it has been during the past four years. With that stated this is slightly misleading as to the size of the improvement given the account restructuring that was performed in 2009.

The \$69,765 improvement in the market value of our invested funds was a far better result than the \$147,458 loss in market value in 2008. While the Society's Balance Sheet improved by \$120,000 from December 31, 2008 to December 31, 2009 it is still nearly \$129,000 less than the balance of December 31, 2008.

While 2009 was a remarkable financial year, we still have substantial challenges to overcome to put the Society's finances on strong financial footing. Whereas the Society's members approved a balanced 2010 Operating Budget in January, the approved operating budget funded dues to PSD and the UUA at 1/3 of the recommended fair-share giving levels. Our financial success in 2010 will depend on a repeat performance of the Society's members, committees, staff and Board of Trustees.

Dick Siefers, Treasurer and Mark Penno, Trustee.

# FINANCE GROUP: UUSIC-2009 Income Statement

<b>Ordinary Income/Expense</b>			
<b>Income</b>			
Total Pledges and Donations	\$ 305,246	\$ 278,000	\$ 27,246
Total Other Revenues	\$ 35,725	\$ 30,300	\$ 5,425
<b>Total Income</b>	<b>\$ 340,972</b>	<b>\$ 308,300</b>	<b>\$ 32,672</b>
<b>Expense</b>			
Total Religious Services	\$ 2,203	\$ 1,420	\$ 783
Total LifeSpan Religious Education	\$ 3,757	\$ 4,500	\$ (743)
Total Adult Programs	\$ 2,290	\$ 4,250	\$ (1,960)
Total Membership Committee	\$ 673	\$ 1,700	\$ (1,027)
Total Endowment	\$ -		
Total UU Board	\$ 11,409	\$ 2,700	\$ 8,710
Total Denominational Expenses	\$ 6,625	\$ 6,445	\$ 180
Total Salaries & Wages	\$ 159,373	\$ 160,352	\$ (980)
Total Employee Benefits	\$ 51,736	\$ 50,029	\$ 1,707
Total Professional Expense Allowance	\$ 10,085	\$ 10,200	\$ (115)
Total Administrative	\$ 33,321	\$ 36,693	\$ (3,372)
Total Volunteer & Unicare Expenses	\$ 156	\$ 600	\$ (444)
Total Library and Historical Records	\$ 138	\$ 200	\$ (62)
Total Canvass Expenses	\$ 553	\$ 500	\$ 53
Total Special Projects	\$ 86	\$ 250	\$ (164)
Total Building & Grounds	\$ 8,625	\$ 5,650	\$ 2,975
Total Utilities & Insurance	\$ 16,440	\$ 22,811	\$ (6,371)
<b>Total Expense</b>	<b>\$ 307,469</b>	<b>\$ 308,300</b>	<b>\$ (831)</b>
<b>Net Ordinary Income</b>	<b>\$ 33,503</b>	<b>\$ -</b>	<b>\$ 33,503</b>
<b>Other Income/Expense</b>			
<b>Other Income</b>			
Non Operating Revenue			
908 · Other Gifts	\$ 40		
909 · Special			
Event Registration	\$ 205		
Miscellaneous			
Income & Dis-			
burse - Other	\$ 106		
<b>Total Non Operating Revenue</b>	<b>\$ 351</b>		
<b>Net Other Income</b>	<b>\$ 351</b>		
<b>Net Income</b>	<b>\$ 34,654</b>		





# UUSIC-Historical Balance Sheet Comparison

	Dec 31, 09	Dec 31, 08	Dec 31, 07	Dec 31, 06
<b>ASSETS</b>				
Unrestricted Assets (Checking/Savings)	\$ 71,617	\$ 13,499	\$ 54,659	\$ 61,444
Endowment - Restricted	\$ 439,203	\$ 360,174	\$ 512,853	\$ 372,450
Board Designated	\$ 11,119	\$ 22,144	\$ 5,945	\$ 17,892
Other (Pledges Receivable/Prepaid Expenses)	\$ 105	\$ 6,225	\$ 77,518	\$ 20,133
<b>TOTAL ASSETS</b>	<b>\$ 522,043</b>	<b>\$ 402,043</b>	<b>\$ 650,975</b>	<b>\$ 471,919</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
Accounts Payable	\$ 800	\$ 415	\$ -	\$ -
Other Current Liabilities				
Deferred Expenses	\$ 272	\$ -	\$ -	\$ -
209 - WSUI/KSUI	\$ 1,907	\$ -	\$ -	\$ -
212 - Secular Humanist	\$ 643	\$ 416	\$ -	\$ -
213 - SJCC Giving	\$ 1,807	\$ -	\$ -	\$ -
214 - Prepaid Pledges	\$ 18,565	\$ 24,036	\$ 31,470	\$ 24,003
215 - Building Key Deposits	\$ 1,067	\$ 1,067	\$ 1,082	\$ 1,102
230 - Payroll Liabilities	\$ 5,470	\$ 5,591	\$ 3,243	\$ 3,995
241 - Interweave Reserve Fund	\$ 187	\$ 187	\$ 187	\$ 518
241 - Leadership Development Reserve	\$ -	\$ -	\$ 534	\$ 534
243 - Teen Reserve Fund	\$ 4,848	\$ 3,847	\$ 3,820	\$ 1,646
245 - Minister's Discretionary Reserve	\$ 1,618	\$ -	\$ 1,098	\$ 2,191
248 - Building Reserve	\$ 8,598	Inc in Assets	Inc in Assets	Inc in Assets
249 - Memorial Fund	\$ 2,845	Inc in Assets	Inc in Assets	Inc in Assets
250 - Endowment Reserve	\$ 4,855	\$ -	\$ -	\$ -
251 - Minister Search Expense Reserve	\$ 9,000	\$ -	\$ -	\$ -
Other	\$ -	\$ -	\$ 406	\$ 256
<b>Total Liabilities</b>	<b>\$ 62,482</b>	<b>\$ 35,559</b>	<b>\$ 41,840</b>	<b>\$ 34,245</b>
<b>Equity</b>				
<b>Net Assets</b>				
260 - Unrestricted Funds	\$ (29,816)	\$ 16,876	\$ 28,923	\$ 14,643
261 - Restricted Funds	\$ 364,623	\$ 515,795	\$ 378,701	\$ 357,808
262 - Deferred Pledges	\$ -	\$ 6,220	\$ 74,257	\$ 11,703
263 - Board Designated Funds	\$ 22,333	\$ 5,945	\$ 18,392	\$ 18,362
264 - Change in Market Value	\$ 69,765	\$ (147,458)	\$ 135,196	\$ 6,961
<b>Total Net Assets</b>	<b>\$ 426,904</b>	<b>\$ 397,378</b>	<b>\$ 635,468</b>	<b>\$ 409,476</b>
<b>Net Income</b>	<b>\$ 34,654</b>	<b>\$ (30,895)</b>	<b>\$ (26,333)</b>	<b>\$ 28,198</b>
<b>Total Equity</b>	<b>\$ 461,558</b>	<b>\$ 366,483</b>	<b>\$ 609,135</b>	<b>\$ 437,674</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$ 522,043</b>	<b>\$ 402,043</b>	<b>\$ 650,975</b>	<b>\$ 471,919</b>

# FINANCE GROUP:

## UUSIC Annual Report– Historical Profit & Loss Comparison

	2009 (A)	2008 (A)	2007 (A)	2006 (A)
<b>Operating Income</b>				
Total Pledges and Donations	\$ 305,246	\$ 287,895	\$ 269,876	\$ 301,833
Total Fundraising & Other Revenues	\$ 35,726	\$ 23,473	\$ 27,549	\$ 27,101
<b>Total Operating Income</b>	<b>\$ 340,972</b>	<b>\$ 310,868</b>	<b>\$ 297,425</b>	<b>\$ 328,434</b>
<b>Operating Expense</b>				
Total Religious Services	\$ 2,203	\$ 5,193	\$ 2,779	\$ 3,643
Total LifeSpan Religious Education	\$ 3,757	\$ 5,817	\$ 5,068	\$ 5,007
Total Adult Programs	\$ 2,290	\$ 3,219	\$ 2,733	\$ 1,812
Total Membership Committee	\$ 673	\$ 256	\$ 1,605	\$ 719
Total Endowment	\$ -	\$ 247	\$ 567	\$ 505
Total UU Board	\$ 11,409	\$ 12,149	\$ 1,453	\$ 7,357
Total Denominational Expenses	\$ 6,625	\$ 21,351	\$ 21,529	\$ 21,462
Total Salaries & Wages	\$ 159,373	\$ 165,873	\$ 172,258	\$ 165,662
Total Employee Benefits	\$ 51,736	\$ 45,199	\$ 43,066	\$ 38,266
Total Professional Expense Allowance	\$ 10,085	\$ 10,037	\$ 9,760	\$ 9,676
Total Administrative	\$ 33,321	\$ 42,848	\$ 29,431	\$ 28,409
Total Volunteer & Unicare Expenses	\$ 156	\$ 69	\$ 445	\$ 484
Total Library and Historical Records	\$ 138	\$ 475	\$ 50	\$ -
Total Canvass Expenses	\$ 553	\$ (83)	\$ 503	\$ 982
Total Special Projects	\$ 85	\$ 764	\$ -	\$ -
Total Building & Grounds	\$ 8,625	\$ 7,694	\$ 7,361	\$ 5,897
Total Utilities & Insurance	\$ 16,440	\$ 20,542	\$ 16,923	\$ 17,355
<b>Total Operating Expense</b>	<b>\$ 307,469</b>	<b>\$ 341,651</b>	<b>\$ 315,531</b>	<b>\$ 307,236</b>
<b>Net Operating Income</b>	<b>\$ 33,503</b>	<b>\$ (30,783)</b>	<b>\$ (18,106)</b>	<b>\$ 21,198</b>

# FINANCE GROUP: Endowment Committee Report

Members : Larry Audlehelm 2010, Monique DiCarlo 2011, John Raley 2012, Charles Whiteman 2013, Theresa Ullerich 2010 with Jean Hood 2010 serving a one year term.

Our Committee would like to acknowledge Theresa Ullerich for her 5 years of service on the Endowment Committee. The Endowment Committee's purpose is to raise, conserve and oversee endowment capital. The committee serves as an oversight on other specific funds both Board and Endowment controlled.

In 2009 -2010 the endowment committee met 3 times and worked on reviewing the role of the endowment committee with a desire to bring more clarity to the board and congregation members. The rough drafts have been created to revise endowment committee description, create investment sub-committee, and bring new documents of a cash management policy, allocation of investment policy, as separate or part of the endowment funds management. We are committed to bringing this to the board for Board approval in 2010.

Some highlights of last year: without any budget for the committee several society members funded the cost of our traditional endowment party. The endowment party raised over \$4,000 and was again a huge success. Plans are underway for another gathering this August 29<sup>th</sup>. The general endowment stands at over \$350,000. Work will be done this year to clarify the long term vision of these funds. A consensus has been in the past decade to build a large capital fund that someday could provide a stream of income for the society while still preserving the capital growth. Each year the Board has rights to the dividend and interest income and again this year the board, in support of the longer term vision elected to re-invest the dividend and interest in the funds.

Questions can be directed to John Raley in your church directory. On behalf of the Endowment Committee we thank you for your interest and financial support.

Submitted by John Raley, chair

# FINANCE GROUP: Stewardship Committee Report



The Stewardship Committee met monthly beginning in February, 2009. Our purpose was to plan and implement the annual fall pledge campaign for the 2010 fiscal year operating budget. For the first time in this Society's history, we received pledges in excess of \$300,000--\$300,257.00 to be exact. 207 pledging units pledged this amount so the average works out to \$1,451 per pledge unit.

The theme of the campaign was "Turn our world around: make a difference". Two separate events were held to build community and provide a point for people to turn in their pledge cards, which had been previously mailed along with a letter. The first event was our traditional Saturday evening dinners at members' homes. Small groups got together for dinner, dessert and conversation. Then, for the second year, a picnic was held late on a late Sunday afternoon at upper City Park. The Committee supplied food (pizza, lasagna, drinks and ice cream). We had some games and other really entertaining activities. A strong effort was made to encourage families with children to attend. About 50 people attended and all enjoyed the event. We designed a new brochure, tried some new techniques for making canvass calls, and made a more concerted effort to follow-up later into the fall.

Committee members were John and Jo Cunningham, Sue Otto, Linda Farkas, Russ Lenth and Charlie Eastham. (with a special thanks to Sue Eberly for her help with the brochure).

Submitted by Dave Martin and Gary Lawrenson, co-chairs.

# FINANCE GROUP: Annual Treats & Talents Auction

The UUSIC Auction Committee conducted the annual Treats and Talents Auction events, held this year April 17-April 24, 2010. The auction was a fundraiser for the general UUSIC budget, with the activities a traditional and festive part of the UUSIC congregational life. The auction committee meets about a half-dozen times, often on Saturday mornings, mostly in the two months prior to the Auction. Also, committee members serve as a set-up crew for the auction activities, and serve as representatives at the Auction Table in Channing Hall on Sunday mornings for about two months around auction time, to collect donations, sell tickets, and receive payments.

This year's auction theme was "Aloha Auction UU Lulu Luau". The activities loosely fell into four areas: gathering donations, Silent Auction (April 17-18), Live Auction and Dinner (April 24), and follow-up. Participation in the auction is congregation-wide. This year about 80 households made donations (plus the Jr High RE Class, the Green Sanctuary Committee, and the M.O.E. group), about 110 households made purchases, and about 75 people attended the Live Auction and Dinner.

The auction committee coordinator is Lori Marshall, with very active participation by Jeanette Carter, Sherry Dolash, Gail Garwood, Garry Klein, Jan Locher, Elaine Mahler, Amy Pearson, Mary Roth, Al Thomas and Betty Thomas. In addition, Carolyn Johnson, Sue Kann, John Lanaghan, Gary Lawrenson, Steve Locher, Eleanor Marshall, Rush Shortley, Peg Voelker, Jane Van Voorhis, Sheri Waldron, Claire and Chuck Whiteman, Sarah Whiteman, Ron Wright and Susan Young provided critical support for focused areas. Refreshments at the Silent Auction Opening Reception were catered by Liz Weinberg. For the evening of the Live Auction & Dinner: The dinner was catered by Friendly Farms (Bob Braverman) with bread from Prairie Flour Bakery (Ann Burnside). The Jr High RE Class served as our wait staff (and collected over \$250 in tips, to be used in their project to fund tents in Haiti). The auctioneer donating his services was Andy Tygrett, of Sharpless Auctions (and Oak Hill Acres Farm – produce at the Iowa City Farmer's Market, and C.S.A.). Entertainment was provided by Mike Haverkamp and Graham Bly on ukulele. Desserts were donated by (very skilled) bakers in the congregation.

Submitted by Lori Marshall, Coordinator

## Net proceeds

Silent Auction bids, Cake Walk, Cash & Carry	\$10,611
Live Auction bids	\$5,546
Dinner tickets + extra collected for wine	\$1,150
<u>Expenses</u>	<u>-1,200 (est.)</u>
Total:	\$16,100 (est.)

At this writing, about 2 weeks after the auction, we have about \$1,100 in payments left to collect.

About 200 recent auction participants plus new members and friends received the printed auction catalogue by mail, and the catalogue was posted on-line. Tyler Hanft provided the catalogue lay-out and printing, and Sue Eberly created the on-line version on the UUSIC website.

In the coming year, the Auction committee will finish sending out statements and bidder/donor contact information to all participants, hold a wrap-up and review meeting on the 2010 Auction, and begin discussion of a theme for the 2011 Auction. We'll strive to be an enthusiastic resource for helping donors and bidders execute on the planned purchases.



# BUILDING GROUP: Buildings and Grounds

The Buildings and Grounds Committee has the essential task of keeping our buildings functioning and our grounds in good shape, pleasing to the eye, clean and functional. This requires many people to donate their time and talents. If you notice something that needs repair or attention, please notify the chairperson. If you would like to volunteer, please contact the chair.

Last year the Buildings and Grounds Planning committee created a prioritized list of items which needed attention, a few of which were recorded in the 2008-2009 Annual Report. The items from that list which were completed this year are:

- The lighting in the Channing Hall restroom was replaced.
- The accessible entrance threshold was smoothed.
- The door closer on the Iowa Avenue (east) door was repaired/adjusted.
- Shrubs were trimmed.

Additional tasks completed this year include the following:

- women's bathroom sink stopper repaired
- west stairwell basement door closer repaired
- removal of the black trellis decoration from Channing Hall and repair of the wall behind it
- repair of the west library door latch (which had not worked for a few years)
- adjustment of the closer on the west Iowa Avenue door to the Sanctuary
- repair of a shade in the library
- temporary insulation of the library windows;
- removal/donation to Goodwill of 22 folding chairs deemed no longer needed
- removal of an old chalkboard, table and other materials which were deemed no longer needed by RE
- removal of the deadbolt lock from the Administrator's outer office and taking it to the locksmith to be repaired at a cost of \$50 (savings of over \$100)
- replacement of glass that had fallen out of the display case

- temporary replacement of stained glass window in entrance door (with plan to repair the stained glass)
- touchup of the black trim paint in the Sanctuary and Channing Hall
- removal of broken refrigerator and haul to landfill
- return of riser platform to Community Theater
- replace ballast in 3rd floor Worthley House light

Projects we have completed this year are:

- The repair, staining and refinishing of Channing Hall floor along the North Wall, April, 2009. New floor supports were installed, a plywood under floor and then the fir strips were laid in place followed by staining and two coats of polyurethane.
- Cleaning, scuffing and then applying three coats of polyurethane (satin, oil base) to the Channing Hall floor, May 2009.
- We called RMB to repair one radiator valve and clean and inspect the others in the Sanctuary and basement stairwell, cost over \$700. It was the first time the radiators had been cleaned and inspected in many years.
- Using volunteers to clean the carpet in the Sanctuary, Fireside Room and the two preschool rooms, August, 2009.
- Fall cleanup where we clean windows, dust (yes, including the rafters in the Sanctuary), and pick up the grounds, before the first fall Sunday Service, August, 2009.
- Painting the Fireside room. This project included a major repair of the ceiling along with the more usual scraping, washing, minor patching and taping of the rest of the walls prior to applying the paint. The ceiling project was done in December, 2009, with the rest of the painting, including a second coat being done in January, 2010.
- Painting Channing Hall. This large room was washed, some minor patching was done and then taped and painted over a couple of weeks in March and April, 2010, with touchup painting completed over a few more weeks.

# BUILDING GROUP: Buildings and Grounds (cont.)

**Next Year:** We will paint the Sanctuary starting 6/14/2010. All volunteers are welcome.

- Metal doors in Worthley House need to be painted.
- Library needs quieter, more effective air conditioning.
- UUSIC signs need to be placed on our buildings on both Iowa Avenue and Gilbert Street.

Reminder: Planning for the replacement of Worthley House Roof remains a concern.

The people who worked on these tasks and projects include: Phil Beck, Lee Eberly, Kurt Hamann, Brad McDowell, Gay Mikelson, Gary Lawrenson, Dorothy Paul-Petersen, Steve Ekholm, Gordon Strayer, Ron Owings, Jeffery Ford, Bruce Randall, Jim Laughlin, Rick Bradshaw, Paul Pomrehn, Deb Schoelerman, Arnold Lindaman, Jerry Nordquist, Gail Garwood, Damion Pieper, Pete Brokaw, Jeanette Carter, Kathy Henderson, Chris Taylor, Lois Hughes, Jessica Kettler, Lori Marshall, Tom McMurray, Jean Reese, Adam Tatro and Al Thomas.

**The Space Utilization Committee** manages the utilization of space in the Society buildings and on the grounds in a manner that promotes the functions of the Society. This year, after two or more years of discussion and research the committees voted to sell the couch in the Fireside Room. To assure all members had an opportunity to buy the couch, it was announced in two Sunday bulletins, the newsletter and by e-mail. We have initiated discussions to develop policies for managing storage space for committees, disposal/recycling of gifts, the acceptance of gifts, and assurance that we follow the restrictions that have been placed on some gifts. Committee members are Vicki Siefers, Deb Schoelerman, Lois Cole and John Jennewein.

**The Aesthetics Committee** has been working hard this year to select colors as well as the sheen for the painting projects mentioned above. Many people have commented how much their work is appreciated. Committee members are Dorothy Paul-Petersen, Theresa Ullerich and Nancy Purington.

While I try to be sure to note the name of every volunteer, I sincerely apologize for any name I have inadvertently left off this list. Please let me know if I missed your name.

John Jennewein, Chair, Buildings and Grounds



# ADMINISTRATIVE GROUP: Historical Records /Building Centennial Celebration

Members: Jeanette Carter, Susan Eberly, Marilyn Jennewein (chair), Charity Rowley, Faye Strayer

The UUSIC Historical Records Committee meets periodically to plan or work on projects to preserve and disseminate historically significant information about UUSIC and to have a jolly good time together. While we like to think we have not been working very hard this year, the list of our projects is not insignificant.

- We sorted and organized several drawers full of historical materials donated by members.
- We wrote three historical articles for the *UU News*
  - “What’s Happening – Then and Now” (Marilyn Jennewein)
  - “Pastoral Care and UniCare at UUSIC” (Susan Eberly)
  - “Ministerial Searches—How They’ve Changed” (to be published later) (Jeanette Carter)
- We created a dual-display exhibit about the building of Worthley House for the display case and display table in the Fireside Room.
- Charity Rowley worked with Loren Horton, SHSI Senior Historian (retired), to compile a list of categories of historically significant materials to be retained in our archive and/or at the State Historical Society of Iowa.
- Susan Eberly generously refinished frames and rematted six historical photographs to complement the newly refurbished Fireside Room.
- We sorted, labeled and organized dozens (probably hundreds!!) of photographs.
- We purchased four archival photo albums and a photo storage box, which we are beginning to fill with photos we identify as historically significant.
- This spring/summer we will frame and hang in Worthley House our collection of photographs of UUSIC ministers.

Plans for future newsletter articles and exhibits are underway for the 2010/2011 year as we continue to work to preserve and share our Society’s rich past for both current members and future generations.

Submitted by Marilyn Jennewein



*The updated display tables and framed historical photos (rematted and framed by Sue Eberly) in the Fireside Room*



# ADMINISTRATIVE GROUP: Volunteers

## **UU Office Volunteers**

It seems that each year we add new tasks to our Tuesday and Thursday volunteer time; this year it was cleaning the refrigerator in the kitchen on Thursdays to make sure food doesn't spoil nor the refrigerator get too full of items that won't be used. It seems to be going pretty well and folks are labeling/dating food so that the intent is evident. Thank you to all who are cooperating in this endeavor.

We enjoyed a staff and office volunteer holiday lunch in December, complete with hats and laughter. We also enjoy our interactions with the staff as we meet and greet each other on our "work" days.

We reluctantly said goodbye to Joan Benziger who moved to Omaha recently to be nearer her grandchildren, and we wish her well.

Jeanette Carter, Peggy Houston, Jean Reese and  
Gay Mikelson, Coordinator.

## **UUNews Volunteers**

Every month, a special group of volunteers comes together to help prepare the Society's newsletter, the *UUNews*, to be mailed. Be sure to thank them for their hard work: Jeanette Carter, Charles Davidson, Lee Eberly, Sue Eberly, Peggy Houston, Donna Johnson, Gay Mikelson, Virginia Stamler and Gordon Strayer. Anyone is welcome to join the group for fun conversation, coffee and treats — and folding, taping and labeling newsletters, usually on the last Thursday of the month.

Submitted by Tyler Hanft, Office Administrator

# ADMINISTRATIVE GROUP: Staff Relations Committee

The Staff Relations Committee, Debbie Johnson, Sharon Booker, and David Jepsen conducted 2009 UUSIC staff reviews. Reverend Benjamin Maucere attended all committee meetings and each staff review.

The Committee met monthly from December to March. As part of our work, we attempted to clarify committee tasks:

- The Staff Relations Committee serves as a liaison between the staff and the Board. The committee prepares a written summary report to the Board.
- The Committee also conducts year-end performance evaluations for all staff in with input from surveys sent out to selected congregation members. Written summary reports are provided to the staff member, the minister and the Board.
- The Committee tries to determine what educational needs or facility-related needs the staff has and helps to attain those needs.
- The Committee prepares the staff employment agreements for the new fiscal year with input from the staff, Board and the minister.

- The Committee participates in selection of non-ministerial staff.
- This year the Staff Relations Committee did not get involved in salary discussions except to disperse the salary increases allocated by the Board.

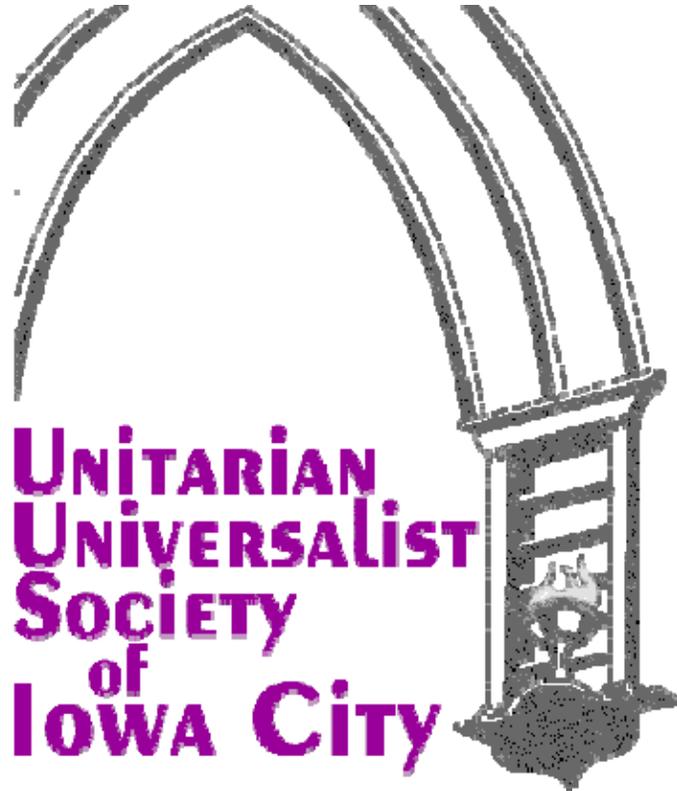
## **Recommendations from the Staff Relations Committee**

- Identify the place of the Staff Relations Committee in the structure of UUSIC by-laws and procedural manuals.
- Consider the list of committee tasks proposed





# PASSAGES: Members Who Died, And New Society Members



## **New Society Members**

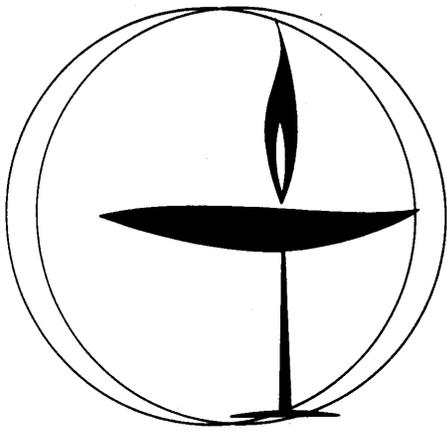
Through May 2010

*Jackie Leung-Heras  
Medora Kealy  
Samantha Cumley  
Amy Schoon  
Pete Brokaw  
Dave Tokuhisa  
Malcolm Lieblich  
Ram Rohner  
Joel Njus  
Ryan NeuCollins  
Connie Webb  
Jay D. Sorey  
Reon Kim  
Faith Wilmot*

*Christopher J. Taylor  
Sherry Dolash  
Carol Wolfe  
Ed Wolfe  
Rick Bradshaw  
Marianne Mason  
Mark NeuCollins  
Zabet NeuCollins  
Carol M. Throckmorton  
Brian Butler  
Mari Roseman  
Shannon O'Reilly  
Eric Jesteadt  
Barbara Curtin*

## **Members Who Died**

Sue Sarlette  
Marcia Nagle



## MISSION STATEMENT:

*We are a caring, inclusive community, celebrating a liberal tradition that nurtures social justice, stewardship of the earth and our lifelong journeys of mind and spirit.*

## MISSION GOALS:

***(Adopted May 20, 2007)***

- 1. We provide intergenerational worship services to educate, inspire, celebrate, and nurture our Unitarian Universalist community.*
- 2. We provide lifespan religious education to support the intellectual and spiritual growth of our children, members, friends and the wider community.*
- 3. We practice shared ministry and build caring, supportive relationships within a diverse congregation.*
- 4. We take action to create an environmentally sustainable culture, both within our congregation and in the wider community, through education and advocacy.*
- 5. We work for social justice on behalf of those who are oppressed or in need, through education, direct service, financial support, and advocacy .*
- 6. We provide facilities that meet the needs of our congregation and advance our principles and our mission.*
- 7. We promote our principles and programs in the wider community and welcome those with whom our principles resonate.*