

**Unitarian Universalist
Society of Iowa City
2016/2017
Annual Report**

MISSION STATEMENT:

We are a diverse spiritual community that touches hearts, changes lives, and transforms the world.

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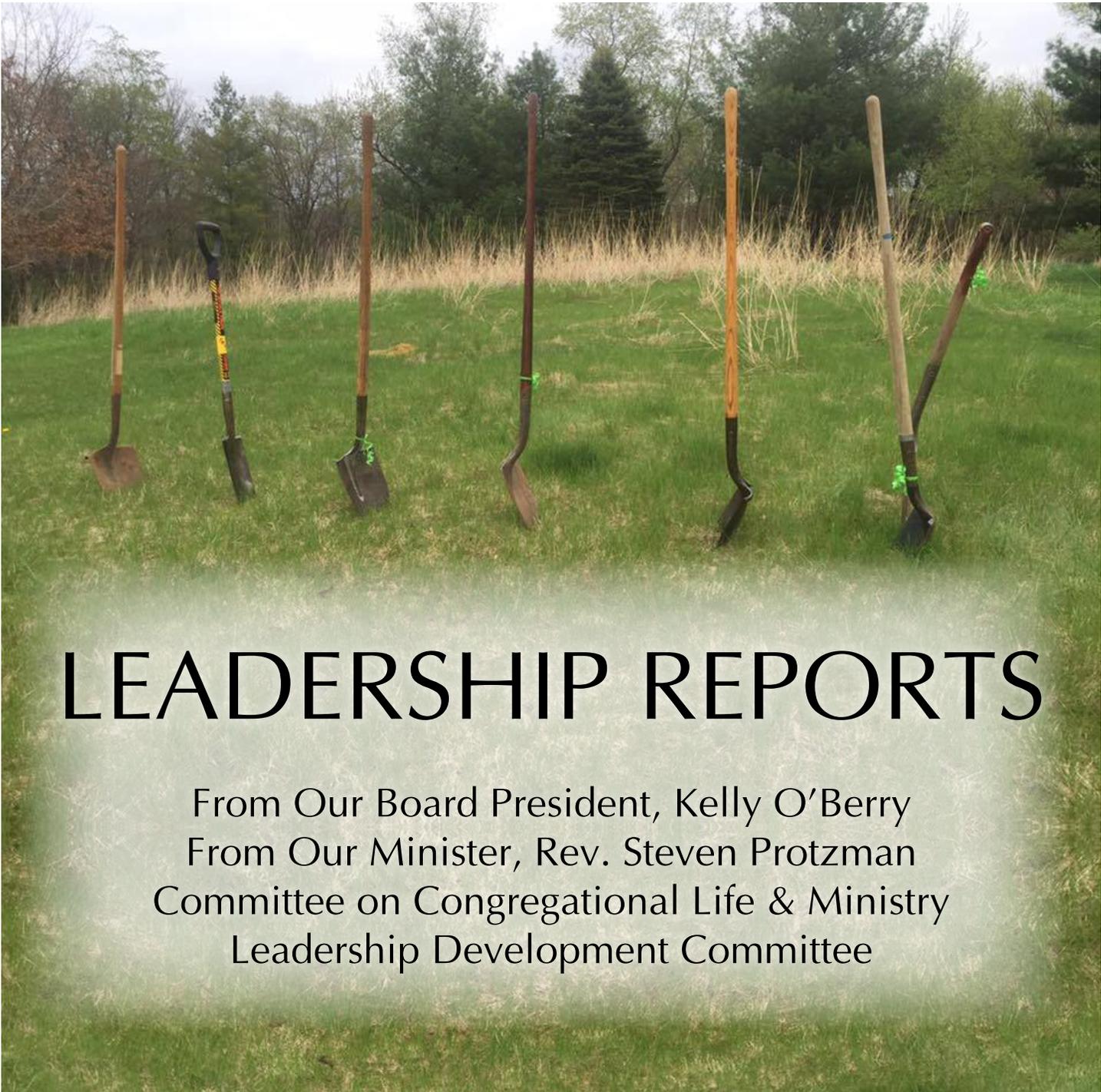
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LEADERSHIP REPORTS

From Our Board President, Kelly O'Berry
From Our Minister, Rev. Steven Protzman
Committee on Congregational Life & Ministry
Leadership Development Committee

From Our Board President, Kelly O'Berry

2016/17 was a busy and very rewarding year as the congregation continued the ongoing work of furthering the mission and vision of UUSIC and preparing to occupy and thrive in our new facility on Oakdale Road in Coralville, IA. The UUSIC Board of Trustees collaborated with a number of committees and individual members to further our shared ministries, to explore what we will do in our new space, plan how we will welcome visitors and new members, and identify ways to share information about our congregation with the greater Iowa City area community. Many of the Board meeting agenda items represented hours of planning, committee meetings, creative thinking, emails, and other contributions from a great many UUSIC members. This report outlines new and revised policies approved, hiring decisions, workshops held, and collaborations with UUSIC committees.

At the September 25th, 2016 retreat, the Board established the following congregational goals to help us further the mission and vision of the congregation:

GOAL #1: Identify, encourage, and develop leaders within the community. The Board collaborated with the Leadership Development Committee (LDC) to renew efforts to conduct activities to develop leaders within the congregation. The Board sought to establish more regular communication and contact between the Board/Program Staff and the LDC.

GOAL #2: Increase engagement and re-engage existing members and friends. The Board affirmed the work of the Director of Congregational Life and the Membership Associates to implement a mentoring program, reevaluate the approach to new-member classes, and continue the small group Dinners for Eight.

GOAL #3: Smooth transition into our new home. A primary focus this year was to begin the process of planning for moving into our new facility and how we want to structure our Sunday mornings together. The Board planned to write the charge and identify co-chairs and people to lead the sub-committees for the Transition Task Force 2 (TTF2). The Board also planned to review, update, and create building policies, as needed.

GOAL #4: Create more visibility of UUSIC as a loving, inclusive spiritual community that leads social justice work, heals the earth, and nurtures the lifelong journey of mind and spirit. The Board planned to establish a Branding/Naming Task Force to (1) help the congregation explore the possibility of a new name and (2) identify ways to improve our efforts to communicate with UUSIC members and to members of the general public.

Policy Decisions:

- **Employee Policy Manual.** With recommendation from the Staff Relations Committee in May 2016 and February 2017, the board updated the Employee Policy Manual to clarify benefits, vacation, and sick leave for part-time staff and to ensure compliance with guidelines from the Unitarian Universalist Association (UUA).
- **Staff Hiring Policy.** In June 2016, the Board approved new policies and procedures for hiring staff. These policies clarify the process for advertising, the search process, interviews, and extending an offer.
- **Parental Leave Policy.** With the pending maternity leave of our UUSIC Administrator, the Staff Relations Committee proposed updates to the policy on parental leave that were approved by the Board in October 2016.
- **Bylaws Revision.** In November 2016, the Board recommended changing the UUSIC Bylaws to remove the DLRE as an ex-officio member and encourage the DLRE and DCL to attend all Board meetings. The revised Bylaws were approved at the December 2016 Congregational Meeting.
- **Facilities Use Policy.** With assistance and input from Jeffery Ford, the Board is currently working on developing a new policy on facilities use. The first read was in April 2017.

In preparation for our move to the new facility, the Board and staff will conduct a thorough review of existing policies. The group will earmark policies that need to be revised and identify new policies that need to be written for use in our new space.

Hiring Decisions:

There was some staff turnover this year. Director of Lifespan Religious Education Jessica Zimmer-Saltzman moved out of state in July 2016. In August 2016, Staff Accompanist Jonathan Tauscheck resigned. Carol Throckmorton retired as Congregational Life Coordinator in September 2016. Trudy Gullette's last day as Nursery Supervisor was in January 2017. We appreciate the dedicated service of these staff members.

In May 2016, the Board approved plans to hire a Director of Congregational Life with an expanded job description from the former Congregational Life Coordinator. The Board also approved the creation of a special auxiliary STEM (Staffing our Transition to Expanded Ministry) Fund to cover the addition of staff positions needed to support the growth and expanded ministries of the congregation, which is integral to the mission, vision, and goals set forth in our strategic plan. All Board members made a commitment to contribute and congregation members were invited to contribute to this fund.

In June 2016, the Board approved the hiring of Saunia Powell as the Director of Lifespan Religious Education with deep appreciation for the search committee: Mary McMurray, Brenda Linley, Paul Pomrehn, Linda Rice, Adam Ingersoll (Board Liaison), and Rev. Steven Protzman (Ex Officio).

In August 2016, the Board approved the hiring of Peggy Garrigues as the Director of Congregational Life with gratitude for the work of the search committee: Steve Vincent (Chair), Sue Otto, Nancy Noyer, Judy Tokuhisa, Kim Palmer, and Rev. Steven Protzman (Ex Officio).

In November 2016, the Board approved parental leave for Emma Barnum, Administrator, and the temporary staffing plan for the period of time when she was out of the office. Bailey Kelley did a wonderful job of keeping things going in the office in Emma's absence.

Three additional staff members were hired this year: Publicity Coordinator Bailey Kelley (formerly Administrative Assistant), Administrative Assistant Nik Jakob, Staff Accompanist Peng Zhang, and Anna Rode as Childcare Coordinator. The Board is deeply grateful for the creativity, enthusiasm, and energy all of our staff bring to their positions.

Workshops:

- **Shared Ministry Workshop.** This workshop was conducted by Lori Emison Clair, former Membership Director from First Unitarian in Des Moines, on November 13th, 2016. This workshop was held after the worship service and included a presentation about expanding our ministries to better serve our members and reach out to new people.
- **Love Reaches Out Workshop.** This workshop was conducted by Phil Lund from the UUA on April 8th, 2017, to help us explore our congregational values and strengths and brainstorm opportunities for outreach to the greater Iowa City area. In addition to 27 members of UUSIC, we had nine attendees from UU congregations in Cedar Falls, Cedar Rapids, and Marshalltown.

Congregational/Board Actions of Note:

- Kurt Friese and Deb Schoelerman were appointed co-chairs of the Land Ministry in May 2017. This committee was very active during the past year and provided periodic reports to keep the Board apprised of their progress. In October 2016, the Board affirmed the Land Ministry charge and sub-committees proposed by the Director of Congregational Life.
- In August 2016, the Board affirmed Reverend Steven's proposal to establish three Program Councils made up with representatives from each UUSIC committee. The Board appointed three members to serve as liaisons to these Councils (Steve Locher, Ministry; Kris Barrash, Religious Education; Steve Vincent, Congregational Life). The Councils met for the first time in February 2017 and will continue to meet on a quarterly basis.

- Throughout Fall 2016, the Board worked with the LDC to renew their charge to coordinate the nominations for elected positions and provide leadership development opportunities for the congregation.
- The Board worked with the initial Naming Committee (June through December 2016) to begin the process of exploring a name change as we move to Coralville. When it became clear that we needed to conduct a different kind of process to identify a new name, the Board worked with the Branding/Naming Task Force (December 2016 to Present) to further explore options for a name change and to plan for future publicity initiatives.
- The Board approved Reverend Steven's request for sabbatical from April through June 2017.
- The Board worked closely with the Stewardship Committee throughout the Spring of 2017 to discuss concerns about the outcome of the Fall 2016 pledge drive and the effect on the financial health and wellbeing of the congregation.
- In January 2017, the Board approved a proposal from the Auction Committee to move the annual auction events to the fall so that we could have them in our new facility.
- In February 2017, the Board approved the charge for the Transition Task Force 2.0 to prepare for moving into our new facility. April 2017, Board members Peg Voelker and Kris Barrash offered to co-chair and began the process of identifying volunteers to oversee the subcommittees and plan for another big move.
- In March 2017, the Board approved a recommendation from the Land Ministry's Outdoor Play Area subcommittee to use a donation to hire a consultant to design the play area.

At the time of this report, it is clear that we collectively accomplished many of our goals in the past year. It is also clear that there is more to do as we pursue expanding our ministries and living out our mission and vision.

The congregation elects Board members for three-year terms. New members in July 2017: Jim Laughlin (Vice President), Peg Voelker (Secretary), Sara Feldmann and Kris Barrash (Trustees). In September, the Board appointed Barrash to fill a position vacated in July by Marianne Mason. Barrash was subsequently elected by the congregation at the December 2016 Congregational meeting. I want to extend my deepest gratitude to the three members who will complete their terms in June 2017: Jim Olson (Past President), Adam Ingersoll (Treasurer), and Steve Vincent (Trustee). They each made remarkable contributions over the past three years and will be greatly missed.

I'd like to remind all members that you are always invited to attend our regular monthly Board meetings to witness the governance and democratic process of our congregation in action.

—Kelly O'Berry



Rev. Steven at the Groundbreaking for our new building, April 2016

From Our Minister, Rev. Steven Protzman

Let our church be a gift from each of us to the other, but even more let it be a gift from each of us to our community. Let us be a gathering place for the spirit, a refuge for hope, a beacon of inspiration, and a dynamo of life and justice for all! Let faithful community be the ground of commitment and action to enrich the world. —The Gentle Atheist

A year ago we were breaking ground for our new building. It was a powerful and exciting moment, as we blessed and dedicated 2355 Oakdale Road in service to our mission and vision. Together we asked that this place will inspire all who come here to live out the values and dreams of Unitarian Universalism and that together we will be a blessing to the greater Iowa City community. It's been exciting to watch the building go up (I've enjoyed my front row seat), but it's been even more exciting to talk together, work, plan, worship, and discover who we will be in the years to come. In this past year we've continued to ask: "How will we be a gift to each other and to our community?" We also took time to honor our long and rich history as we kicked off a year-long celebration of the 175th Anniversary of our congregation's founding. I chose the year's theme "Stories of Our Past, Dreams of Our Future" to both celebrate our history and to invite us to keep dreaming about what we will do together in the years to come.

My priorities this sixth year together were to continue helping each of you discover and share your gifts, holding before us our mission and vision as we made decisions about our ministries, our facilities, and our future, walking with you through life's joys and struggles, continuing to hone my skills as a staff supervisor and administrator, and working carefully with the Board to create the policies and

procedures we need to govern ourselves well and walk together in our covenant of mutual love and care. As I preached and led worship, as I taught and served you, as I worked with the staff and the Board and the many committees and ministries, I invited us again and again to be willing to discover new ideas and new ways of being alive, and to be ready to experience the wonder, the beauty and the awe that still awaits us, no matter where we are in our journey. I held up and continue to hold up our shared vision of a world where justice and peace are

I spoke words of indictment to racism, systemic injustice and oppression, and words of hope to inspire us to continue working for the Beloved Community.

enjoyed by all people. I spoke words of indictment to racism, systemic injustice and oppression, and words of hope to inspire us to continue working for the Beloved Community. I continued to pay careful attention to and nurture the spiritual state of the congregation, and I am pleased to report that in watching us work, worship, and play together, this congregation is emotionally, systemically, and spiritually healthy. We are able to joyfully acknowledge our abundance and share our many blessings through the practice of generosity. I see this congregation understanding more and more fully the concept of shared ministry, that each of us has gifts, wisdom, talents, skills, and resources and that this community is a place where we can grow spiritually through both giving and receiving these gifts.

Worship

As your minister, one of my primary tasks is to create and lead worship experiences that challenge you, inform you, nurture you, connect you with the depths, and help you understand what it means to be human and Unitarian Universalist. Along with the year's theme, each month also had a theme, which came from the program Soul Matters, which is a group of over 200 UU congregations who follow the same monthly worship themes and share small-group material, as well as worship, sermon, music, and children's religious education resources. These monthly themes were used by our covenant groups as well. Our worship time included eight services for all ages:

- Water Communion (September)
- Apple Communion (October)
- Thanksgiving
- The annual holiday service (December)
- Christmas
- A celebration of the completion of our annual Thirty Days of Love (February)
- Easter

Other services were chosen in response to current events and topics that were timely for the congregation. Since we couldn't have a Christmas Eve service in our rented worship space, we once again held a joint candlelight Christmas Eve service with the Cedar Rapids congregation, Peoples Church. Then Peoples Church joined us Christmas Day for our afternoon service. Other special services this year included the Animal Blessing during our Annual Labor Day picnic, Day of the Dead, Winter Solstice (which was a partnership with CUUPS and the Women's Spirit Group), Thirty Days of Love/Martin Luther King Jr. Sunday, Festival of the First Bread, Earth Day, and services led by our Racial Justice Circle.

We continued our practice of ingathering before services, greeting one another and sharing announcements and special recognitions. I continued to use technology, projecting words for hymns and other parts of the service and using videos and pictures. The Worship Associates helped shape and create worship in many ways this year, including the planning and coordination of summer services, leading worship on my Sundays off, assisting with Welcome Home Wednesday vespers, researching and discovering new worship materials and ideas, and offering each other support, care, and encouragement. The Worship Associates also chose the theme for last summer: "Odysseys: Stories of Our Past, Dreams of Our Future." I wish to thank the Worship Associates for your hard work, commitment to this community, and your passion for crafting good worship.

Staff

It has been a pleasure this past year to work with our talented, creative, dedicated and hard working staff. Thank you Emma, Saunia, Peng, Gloria, Peggy, Anna, Nik, and Bailey for your hard work this past year and for your commitment to UUSIC and its mission. The staff works with me and the congregation's leadership to serve you and to see that our mission, vision, and strategic plan are carried out and to lead and nurture the congregation's many volunteers. We hold weekly staff meetings to coordinate the week's events, discuss any concerns or issues of importance, keep each other informed, and to hold each other accountable for achieving our year's goals and serving the congregation and its mission. In addition, Peggy, Saunia, and I meet as the Program Staff team to do strategic-level planning. As supervisor of the staff and manager of day-to-day operations, I also met with each staff member individually to check in, discuss any concerns or problems, praise achievements, and share information. Since growth is one of our goals, we made some major staff changes this year to prepare for our new facility and to be properly staffed for growth.

The staff works with me and the congregation's leadership to serve you and to see that our mission, vision, and strategic plan are carried out and to lead and nurture the congregation's many volunteers.

The part-time Congregational Life Coordinator became a full-time Director of Congregational Life, and we added a part-time Publicity Coordinator position. As a result of these changes, plus people making career moves and other life decisions, we experienced an unusually high turnover in staff this year. We said farewell to Jonathan Tauscheck, who served as our Staff Accompanist, Carol Throckmorton, who served as our Congregational Life Coordinator, Jessica Zimmer-Saltzman, who served as our Director of Lifespan Religious Education (DLRE), and Trudy Gullette, who served as our Childcare Coordinator and Nursery Supervisor. We welcomed Saunia as our new DLRE, Peng as our new Staff Accompanist, Peggy as our new full-time Director of Congregational Life, Bailey as our Administrative Assistant and then as our Publicity Coordinator, Nik as Administrative Assistant, and Anna as our Childcare Coordinator/Nursery Supervisor.

Our Ministry

Ministry, which is the main reason this spiritual community exists, is about serving the needs of others. It is the outward expression of our mission and vision. Ministry is the heart of our spiritual lives, and it helps us become more fully human and alive as our compassion, love, and care for one another and the world deepens. Our ministries continue to grow and thrive in response to our ever-deepening understanding of what it means to serve each other, the Iowa City community, and the world. This year, while much of our work was inwardly focused as we prepare for the next chapter of our congregation's life and work, I encouraged us to be a visible presence in the community as well, and we were in some powerful ways. Wearing our "Standing on the Side of Love" distinctive yellow t-shirts, 125 of us marched in the Pride Parade in mid June. When asked by black community leaders to show up in solidarity for an event in Cedar Rapids, 80 of us attended. When this event, originally scheduled for a Sunday afternoon, was postponed, we took the opportunity to have an afternoon of social justice witnessing, writing letters to our elected leaders and planting "Black Lives Matter" signs in our yards across the metro area. Some of us went to the Cedar Rapids airport to protest the travel ban, and others showed up for a rally in support of Muslims. Many more of us serve the Iowa City community in a variety of ways, continuing to work for social justice.

Recognizing the need for more communication, nurturing our leaders, and collaborating, I came to the Board last fall with a proposal to create a series of three councils. The Board approved this proposal, and the councils have been meeting regularly. Each council consists of committee chairs, or representatives from each committee, who report on their activities and bring concerns, needs, ideas, etc.,



to their council leader during a monthly meeting. Information and new policies are shared, and there is calendaring of events. A representative from CCLAM and a liaison from the Board participates, and then, after each council meeting, the Program Staff meets to process the meetings and plan accordingly. There is also a Finance Council that meets on a regular basis. Goals for these councils include the CCLAM (Committee

on Congregational Life and Ministry) having a stronger connection with our ministries and better able to monitor the congregation's ministry and address issues in a more timely way; opportunities to break out of 'silos,' ministries and activities that are more isolated, and collaborate across the congregation; improved communication and understanding all around, resulting in more focus on mission; greater capacity to support and nurture lay leaders; and the Board being even more informed about the congregation's ministries and be a potential resource if needed.

Ministry is the heart of our spiritual lives and it helps us become more fully human and alive as our compassion, love and care for one another and the world deepens.

Governance

Our practice is congregational polity, in which the congregation governs itself and we use the democratic process to make decisions about our finances, leadership, ministry, and assets. Once again, the congregation and leadership have really stepped up to the needs of governance, and we have done a lot of excellent work together this last year. We have many amazing, talented leaders in this congregation who are deeply committed to the mission and vision of UUSIC. We are blessed with a hard-working and committed Board who, through some long meetings and packed agendas, demonstrated again and again their commitment and ability to listen to one another and to the congregation, to be open to diverse ideas, to think outside the box, to communicate well with one another and the congregation, and to work as a team. As policy needs were identified, the Board continued to create policies that were thoughtful and thorough in their scope. The Executive Committee (consisting of the Board's officers) and I met regularly each month to plan the Board meeting agenda, to share and discuss concerns, and to keep the big picture of our vision and long-range plans in mind. In September the Board, Program Staff, and I held a retreat to do some visioning work, and from that retreat and a review of our strategic plan, we created a series of goals for the congregation for the year. Please refer to the President's report for these goals. Thank you to the Board and the Executive Committee for all your hard work this year and your willingness to do this difficult and often complex work, which sometimes meant extra meetings and lots of communication between meetings in order to ask the questions and make the decisions that arise as we seek to live out our vision and mission.

Life Passages

Member Deaths

- Maryellen Cazan
- Marilyn Jennewein
- Betty Thomas
- Norman Williams

Life Members

- Virginia Stamler
- Gay Mikelson

A Special Note of Thanks

I wish to thank Winnie Ganshaw, who graciously made herself available this last year to provide emergency pastoral care during my absences.

With Gratitude

On July 31st I will finish my sixth year as your settled Minister. I continue to feel so very blessed and fortunate to serve this faith community! While it is wonderful to summarize our many achievements this last year, none of them would be possible without your commitment,

the gifts of your time, energy, talents and skills, and your financial support. Week after week, I am amazed and humbled by the generosity, kindness, enthusiasm, love and commitment of each of you, as you serve as Board members, lay leaders, greeters, ushers, coffee servers, religious education teachers, pastoral care providers, volunteers, covenant group facilitators, members of the facilities committees and land ministry, choir members, newsletter assemblers, worship associates, committee members, kitchen workers, social justice leaders, publicity team, and all the dozens of other ways you serve as you bless this community and the wider world with your time, passion, and energy. Thank you! May our dreams and hopes for this diverse spiritual community and Unitarian Universalism continue to guide and inspire us as we touch hearts, change lives, and transform the world!

With deep joy and gratitude,

Rev. Steven Protzman



Rev. Steven leads a Blessing of the Animals at the 2016 Labor Day Picnic

Committee on Congregational Life and Ministry

The Committee on Congregational Life and Ministry (CCLAM) furthers the mission and vision of UUSIC by monitoring the ministries of UUSIC and serving as a resource for strengthening the effectiveness of these ministries.

Members of the Committee serve three-year terms. The 2016/2017 members of CCLAM and their terms are:

- In their 3rd year: Brian Glidewell (co-chair) and Judy Tokuhisa
- In their 2nd year: Winnie Ganshaw (co-chair) and Terri O'Berry
- In their first year: Sharon Booker and Marsha Cheyney
- Ex-officio: Rev. Steven Protzman, DLRE Saunia Powell, and DCL Peggy Garrigues

Evaluation of the Ministries of UUSIC

Most of CCLAM's energy this year was devoted to supporting the change in governance structure, initiated by Rev. Protzman. The new structure involves three Councils to meet quarterly, with a goal of improved communication and greater awareness and sharing among committees, groups, and the Board.

CCLAM liaisons assigned to each Council were as follows:

- Minister's Council Liaison: Sharon Booker
- DCL Council Liaison: Judy Tokuhisa & Terri O'Berry
- DLRE Council Liaison: Winnie Ganshaw & Marsha Cheyney
- Congregational Liaison: Brian Glidewell

In response to the coming challenges involved with growing into our new location on Oakdale Road, this year has been a year of growth. With the implementation of the Land Ministry and the Publicity and Branding Committees, as well as the continued work of the NFC and Aesthetics Committees, and the addition of the Dinners for Eight and the Healing UU Group (HUGG), we have seen the congregation meeting our vision of being a loving, inclusive, and growing spiritual community while touching hearts, changing lives and transforming the world.

The CCLAM looks forward to supporting the operating, interest, and social committees next year as the congregation moves into the new facilities.

—Winnie Ganshaw and Brian Glidewell, co-chairs

Leadership Development Committee

The Leadership Development Committee (LDC) is made up of five members who are elected by the congregation. This year's members are Susan Eberly (serving her third and final year), Jeanette Carter (serving her final year as an appointee), Sherry Dolash (serving her second year), Heather Marshall (serving her second year), and Kirk Witzberger (serving his first year).

Our goal is to identify qualified candidates for elected leadership positions in our congregation, to work toward a congregational culture that nurtures and supports its leaders, and to help members of our congregation develop leadership skills at every level.

In 2017, the LDC began meeting every 2 to 3 weeks, starting in January. The focus of these meetings has been to identify candidates to serve as members of UUSIC's elected bodies:

- Board of Trustees
- Committee on Congregational Life and Ministries
- Leadership Development Committee
- Endowment Committee

In 2017, candidates, who will be voted upon at the May congregational meeting, were identified for:

- Board: Vice-President, Treasurer, and Trustee
- Leadership Development Committee: 2 three-year positions
- CCLAM: 2 three-year positions
- Endowment Committee: 1 five-year position

Sometimes circumstances lead to a person resigning from an elected position before completing their term of office. When this happens, our bylaws call on the LDC to identify and recommend to the Board a suitable appointee to fill the vacancy. Once approved by the Board, the appointee will serve until the next election. At that time, if the appointee wishes, they may be a candidate for that position, to be elected to complete the remainder of the term. In 2016/2017, the LDC recommended appointees for Board Trustee, the LDC, the Endowment Committee, and CCLAM.

Beginning in the Spring of 2017, the LDC will take on an expanded role in providing leadership training to members of our congregation, working in concert with the Board and with the new UUSIC Councils of the Minister, the Director of Congregational Life, and the Director of Lifespan Religious Education.

—Sue Eberly



FINANCE REPORTS

From Our Board Treasurer, Adam Ingersoll
Stewardship Committee
Capital Campaign Committee
Endowment Committee

From Our Treasurer, Adam Ingersoll

State of UUSIC Finances

As UUSIC prepares to move into a new building and transition to new leadership on the Board, including a new Treasurer, it would be helpful for everyone in our community to have a common understanding of our financial status. This report is intended to provide a comprehensive assessment of UUSIC's finances and has been assembled with the support of the Minister and the Finance Council, whose members include Pete Brokaw, Social Justice; Sara Feldmann, Board Finance Trustee; Dave Martin, Stewardship; and Jerry Nordquist, Endowment. The report summarizes how we arrived where we are financially, lays out the challenges facing us presently, and offers suggestions to consider.

... it would be helpful for everyone in our community to have a common understanding of our financial status. ... [This] report summarizes how we arrived where we are financially, lays out the challenges facing us presently, and offers suggestions to consider.

Background

A good starting point to appreciate the history is to go back five years ago to a 3-day visit in April 2012 by Kay Crider, a UUA consultant. Prior to Crider's visit, a committee consisting of Sally Hartman, Paul Pomrehn, and Sue Salterberg led the Board to approve the creation of the Faith in Our Future fund (FIOF). The fund was an expression of the faith and commitment of our members that UUSIC could, and must, find a solution to our facilities dilemma. The fund was created in the midst of efforts by a Facilities Planning Task Force that had stalled out due to lack of a clear charge and lack of cohesion around a process that would lead the Society to a consensus. Crider led us through a Visioning process, which resulted in the creation of a comprehensive Strategic Plan, adopted in early 2013.

The Strategic Plan spurred new contributions to the FIOF fund and a new urgency and confidence around the facilities question. A Facilities Steering Committee (FSC), created in 2013 and co-chaired by Tim Adamson and Kirk Witzberger, was charged with leading the congregation to a broadly supported decision. The FSC became the New Facilities Committee (NFC) after a vote

determined that we would definitely need new facilities, not just a renovation. These committees consisted of dozens of members and they did their work masterfully, culminating with a vote in May 2015 to sell our Gilbert Street property and build new facilities on Oakdale Road.

The events of 2012 to 2015 were dramatic, and they teed up equally momentous changes to UUSIC's financial picture, which have unfolded in the past 24 months and will affect us for many years going forward.

First, the good news:

The successes and good fortunes we've experienced on the fundraising front have been extraordinary. A Capital Campaign Committee co-chaired by Jamie Sharp and Jeffery Ford blew past our UUA consultant's estimates of what was feasible. The sale of the Gilbert St. property occurred in such a way as to result in the preservation of the historic sanctuary building; our attorney Michael Pugh sums this up as "truly an amazing outcome and probably sets the benchmark for sales in Iowa City on a square foot basis...would not have turned out as well had Vicki Siefers [Board President at the time] not obtained a demolition permit and commenced demolition of the office wing when we did."

In the Fall of 2015, we moved out of our old building and began a period of congregational life as renters. This period will have stretched out to two full years—longer than expected—by the time we move into our new building this fall. We were also too optimistic in our estimations of the impact of a Sunday afternoon schedule on attendance and participation, especially in our religious education program.

It was remarkable to see an increase in the [2016] pledge base while simultaneously raising >\$2M in CC gifts; this was truly a testament to the generosity, commitment, and enthusiasm of our community.

Pledges to our 2016 operating budget set an all-time high, no doubt boosted by the enthusiasm around acquiring the property on Oakdale Road, the collaborative design process for the new building, and by a comprehensive all-member canvass led jointly by the Capital Campaign Committee and the Stewardship Committee. It was remarkable to see an increase in the pledge base while simultaneously raising >\$2M in CC gifts; this was truly a testament to the generosity, commitment, and enthusiasm of our community.

In mid-2016, the Board and other congregational leaders discerned that, while our Strategic Plan called for and assumed expanded ministries, our financial plans (which had been focused on the new building) did not yet include funding for the larger professional staff needed to support that growth. We determined that this was an investment we could not afford to postpone, as we needed to be poised for membership growth during the transition to the new building. The STEM (Staffing our Transition to Expanded Ministries) fund was created to provide for the expansion of our congregational life staff position into a full-time Director of Congregational Life role. The fund has also helped support other expanded staffing in administrative and publicity/communications related roles. The goal for the STEM fund was set at \$100,000, to be used over 2 to 3 years as our membership and operating budget grew into the new building. To date, \$66,000 of the \$100,000 goal has been pledged, \$56,000 has been received, and approximately \$35,000 has been utilized.

Now, the not-so-good news:

As detailed by the Stewardship Committee later in this in this Annual Report, giving to the operating budget was down by \$9140 or 2.5% from 2016 to 2017. The cumulative effect of three fund-raising efforts (FIOF, CC, and STEM) over the past five years appears to have diminished capacity for our current members to expand their support for our operating budget in the most recent stewardship campaign. A second full year of Sunday afternoon services in a temporary location hasn't helped either. This is not exactly an ideal time to see a decline in our membership and our pledge base.

This is not exactly an ideal time to see a decline in our membership and our pledge base. ... But I do not believe we've acted imprudently or recklessly.

So as we prepare to move into our new building and assume a mortgage, we face the likelihood of being "house-poor" to some degree and for some period of time. But I do not believe we've acted imprudently or recklessly. We built a home that will long outlive all of us and that will shelter and inspire UUs we will never meet! It couldn't have been easy for our UU ancestors in the early 1900s to build 10 S. Gilbert, nor should it be a walk in the park financially for us to pay it forward the next 100 years. Getting this building built was an enormous undertaking for UUSIC, and we have been very fortunate and honored to have the opportunity to be the group to see it through. We should remember this

in the years ahead when we may feel pinched in our budget or pressured in our need to grow our membership. The second half of this report provides a conservative forecast of what we face financially the next few years and offers tangible suggestions we might consider. While we face challenges in our operating budget, we are on budget for our building project and have stayed true to the design specifications and intentions. Although we fell behind schedule due to issues with subcontractors and equipment availability, progress is now accelerating and we will move in by early fall. Special recognition goes to Deb Schoelerman, whose tireless efforts of late on behalf of the NFC have kept us going, and to our staff and minister, whose support of the building process has surely felt like an additional part-time job in some periods.

It is important to understand the sources and timing of funds for the building, as these details impact our operating budget going forward.

Breakdown of \$6,325,00 Facilities Budget

Source of Funds	Amount	Received/ Drawn	Status
FIOF fund	\$695,000	\$695,000	Complete
Capital Campaign	\$2,080,000	\$1,606,000	77% fulfilled
Sale of 10 S. Gilbert	\$2,450,000	\$2,050,000	\$400k pending
Mortgage	\$1,100,00	\$0	Not yet needed

The unknowns affecting our budget in the months and years ahead include:

- *When will we have to begin drawing on the mortgage?*
- *How much mortgage interest expense will we incur this year?*
- *What will be the final mortgage amount we will carry?*
- *When will the remaining Capital Campaign pledges be received?*
- *Will the STEM fund's goal be reached?*
- *What will be our rental income?*

And, last but not least:

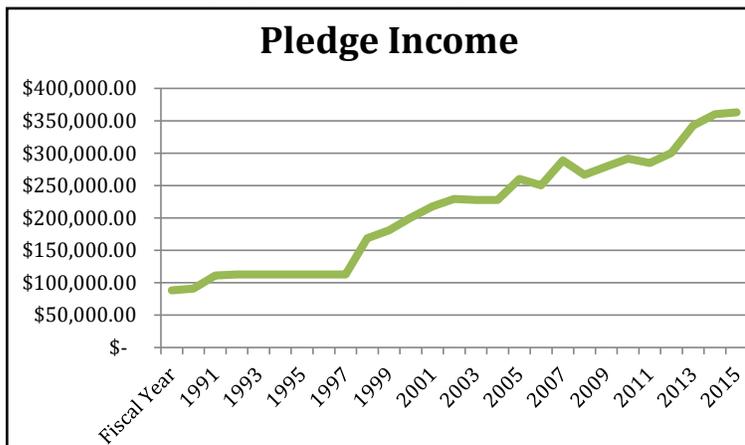
- *By how much will our membership and pledge base grow?*

The silver lining in the construction delays is that we have not yet had to borrow a dime for our new building and probably will not have to do so until mid-summer. And, after we do begin borrowing, we will not incur nearly as much mortgage interest in 2017 as we had budgeted. Our budget had assumed that a large Annual Spending

Allocation (ASA) of ≈\$50,000 (which was set this year at 5% of the ≈\$1,000,000 General Endowment Fund) would be entirely consumed by mortgage expense. A current best guess is that only roughly half of the 2017 ASA of \$50,000 will actually be needed for the mortgage in 2017. The balance will be carried forward to help with the mortgage in 2018, our first full year of carrying a fully amortized mortgage (it is interest-only during the construction period).

The 2017 carry-over means that—thanks to the endowment—we may have some breathing room through 2018. However, by 2019, the annual mortgage payments will significantly exceed the 5% maximum ASA. The difference will need to be absorbed within the operating budget. Alternatively there would need to be a formal action to tap into the endowment beyond the 5% ASA, which, depending on the performance of the investments, could result in the endowment declining. I believe that any action to exceed the 5% ASA should be a last resort and will be avoidable if we continue to pull together and if we see the growth in membership of which we are capable.

As we consider how we might grow in membership and pledge contributions, the following charts contrast our growth in Pledge Income versus growth in Certified Members. Since the early 90s we have quadrupled our pledge income, even though we have only increased our membership by 30% over that period.



... just 27 (14%) of 199 UUSIC households are supporting half of the congregation's pledge base. This is a bit precarious.

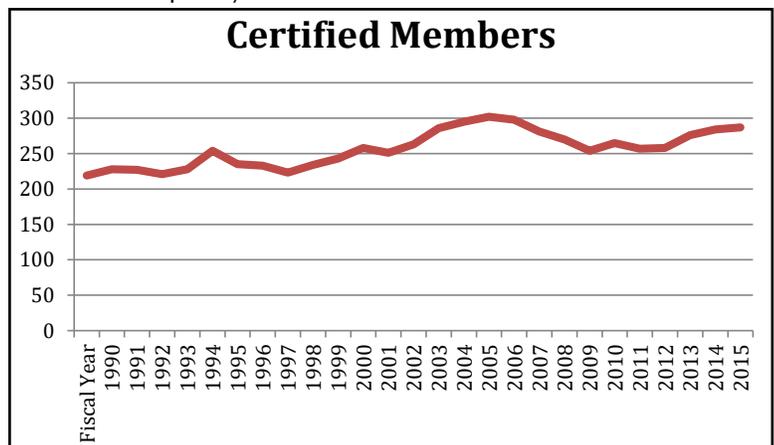
This large increase in average pledge was recognized by Kay Crider in her May 2012 report, when she observed: *"You have a culture of abundance and generosity."* This is undoubtedly even truer today, as evidenced by the nearly \$3M that has been raised for the FIOF fund, the Capital Campaign, the STEM fund, and the Endowment in the past five years, all while the pledges to the operating budget have grown as well. However, in the same report, Kay also noted *"Your upward path in annual giving is excellent, however, you can improve your distribution of financial commitments."* We have not been able to improve this distribution, as depicted in the following table:

Quartile	UUA Ideal % of Households	UUSIC % of Households		UUSIC # of Households	
		2012	2017	2012	2017
1st 25%	10%	6%	4%	11	7
2nd 25%	15%	11%	10%	22	20
3rd 25%	35%	19%	18%	36	36
4th 25%	40%	64%	68%	125	136

UUA reference materials and Kay Crider tell us that a giving distribution such as ours may indicate financial instability. In our case, just 27 (14%) of 199 UUSIC households are supporting half of the congregation's pledge base. This is a bit precarious.

Another UUA consultant, Mark Ewert, who advised us in our capital campaign, says: *"I am often struck in UU congregations that we can talk about sex, race, and spiritual beliefs; three "third rail" topics in American culture. Yet we still have real trouble talking about our finances. I believe that conversation should be part of our spiritual and justice work, if we are going to create the changes in this world we are hoping for. We need to learn how to have this conversation with each other, and practice it. Stewardship is first and foremost a pastoral concern."*

With that in mind, on the following page is a UUA "Fair Share" giving guide with categories and descriptions. The idea is that we are asked to give in accordance with a) our financial means AND b) what UUSIC means to each of us. The guide is progressive; giving levels rise with capacity.



UUA Fair Share Categories

Supporter: The congregation is a significant part of my spiritual and intellectual life that I want to support. My fair share financial commitment starts at 2% of my income and rises to 6% as my income and capacity rise.

Sustainer: The congregation is my central community; I am committed to sustaining the programs and ministries of my congregation. My fair share financial commitment starts at 3% of my income and rises to 7% as my income and capacity rise.

Visionary: My commitment is a clear demonstration of the unique importance of this congregation and of my spiritual principles. My fair share financial commitment starts at 5% of my income and rises to 9% as my income and capacity rise.

Transformer: I am deeply committed to the congregation; my contribution provides fuel for transformation and is part of my spiritual practices in living out my UU Principles. My fair share financial commitment represents 10% of my income.

This isn't about telling anyone what they should feel obligated to do. We UUs are generally not fond of being told how to feel! What seems clear from the UUA resources are that folks tend to give in proportion to their attachment to the community. We have a wonderful opportunity with our new land and building to renew and deepen our attachment to our beloved community and to invite others to join us.

We have a wonderful opportunity with our new land and building to renew and deepen our attachment to our beloved community and to invite others to join us.

"Invite others" may sound like a euphemism for "recruiting" or even that really icky word "evangelize." Well, it is! I suggest that we're at a time in our history when we can't afford to be too squeamish or shy about reaching out to potential new members with enthusiasm and stepped-up intention. We do wonderful and important work, we have so much to offer, and we could give and receive that much more if all the "free-range" UUs would come home and all the "you don't know you are UU" folks would discover us.

Seven ways we can help make sure UUSIC is healthy financially and thriving in every way:

1. As we move into our accessible, green, welcoming, spacious, inspiring new space in its beautiful natural setting, ask whether there is room for UUSIC to become an even more important part of your life, and what that might look like. As more of us engage even more fully and broadly, that energy will be contagious.
2. Are there past or present members or friends of UUSIC who you know have drifted away? Can you reach out to them and make sure they know they are missed and are always welcome?

3. Ask yourself very consciously whom you know who might love being part of this community. Invite them to visit with you, if not to a service or regular activity, then perhaps to a special event (concert! dance! lecture! nature workshop!), or simply for a tour. **If all 200 of our pledging households set a goal of finding one new UU in the coming year, and only half of us actually managed to do so, then we would be in fine shape financially and, more importantly, we would multiply what we're able to accomplish as a community.**
4. Increase your annual pledge in 2018 if you are willing and able.
5. If you have a portion of your Capital Campaign gift outstanding and are able to accelerate your giving timetable, please consider doing so in order to help us minimize our mortgage expense.
6. If you have not yet made a commitment to the Capital Campaign and would like to participate, we would love to add your name to the effort!
7. Are you interested in helping to fulfill the goal of the STEM fund? While a gift to STEM is essentially a contribution to the operating budget, the difference is that it's a very direct and special way to show your support for our beloved staff.

The Buddha said, *"When you see someone practicing the Way of giving, aid him joyously, and you will obtain vast and great blessings."* A shramana asked: *"Is there an end to those blessings?"* The Buddha said, *"Consider the flame of a single lamp. Though a hundred thousand people come and light their own lamps from it so that they can cook their food and ward off the darkness, the first lamp remains the same as before. Blessings are like this, too."* —Tripitaka Sutra 10

"You came into the world with fists closed and you go away with open palms. So, even while living stretch your hand open and give liberally." —Kabir (circa 1398-1470)

Thank you from the bottom of my heart for the opportunity to be of service in this role these past three years. I am so proud of, hopeful for, and grateful to this community.

—Adam Ingersoll

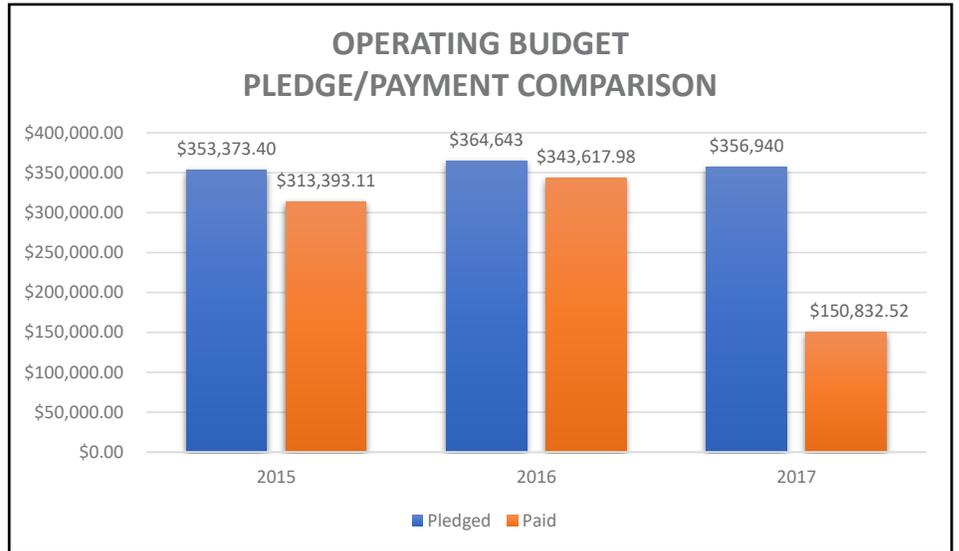
Stewardship Committee

Our annual pledge drive for the operating budget for 2017 began in October 2016. Our theme was “Stories of our Past, Dreams of Our Future.” We asked folks to seriously consider increasing their pledge by 5%. Our goal was to raise \$382,000. During the month of October, we held a series of small-group dinners in individual homes to celebrate our congregation’s generosity. At the same time, we also asked folks to consider contributing to the STEM (Staffing our Transition to Expanded Ministry) fund. Over one weekend, 6 dinners were held and 55 people attended. At the end of October and through to the end of the year, 30 volunteers made follow-up calls and emails to those we had not heard from.

Unfortunately, we did not make our goal. We raised less in pledges for 2017 than we did for 2016.

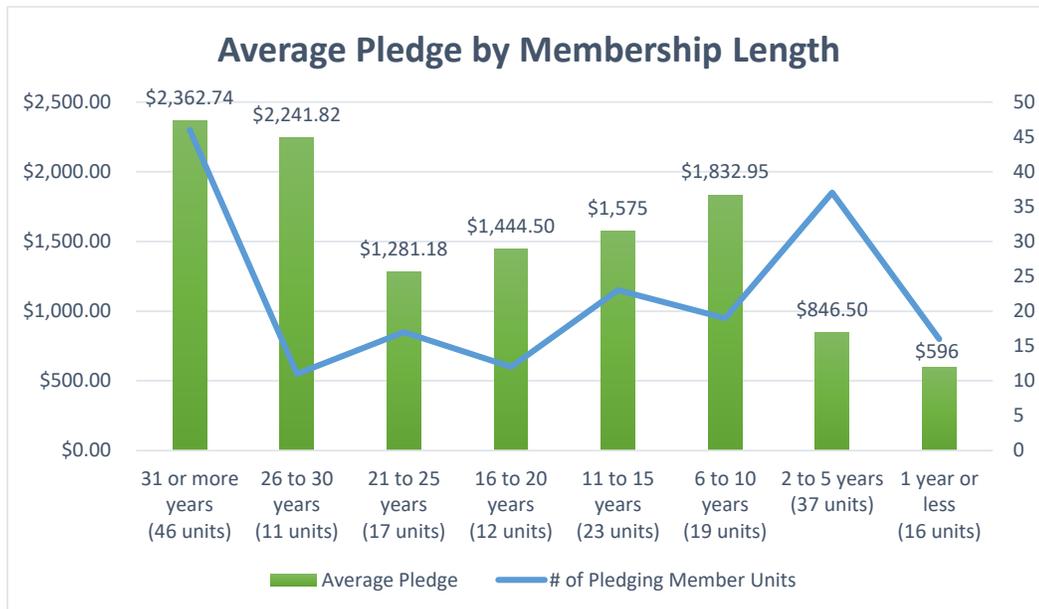
To start the year 2016, we had 208 pledges. It looks like we added 8 new pledges over the year, leaving us with 216 pledges for the 2016 year. For 2017 we have (as of the end of February) 199 pledges. The sobering fact is that we lost 32 pledges from 2016 to 2017. Some we can account for (death, moving, resigning membership). Some we do not know why.

The total amount we lost with 32 pledges was \$17,728.00 (average of \$554). The total amount pledged with new pledges was \$9,140 (average of \$609). This was a flat year (less than flat right now) because we lost pledges (net loss of 17), and a much higher percentage than normal kept their pledges the same. There were also several folks who did pledge but at a lower amount than previously.



Stewardship Committee members for 2016: Dave Martin (chair), Vanessa Taylor, Gary Lawrenson, Tom McMurray, Dan Gall, Carol Throckmorton.

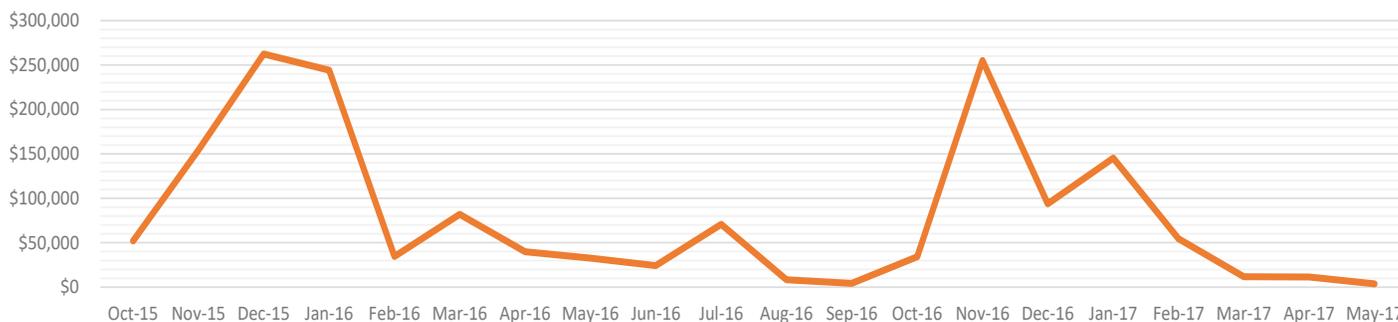
—Dave Martin



All graphs current as of May 1st, 2017

Capital Campaign Committee

CC Pledge Payments Received Over Time



The Capital Campaign Committee (CCC) met bi-monthly through most of 2016. The focus of the committee's work was on campaign follow-up and keeping momentum high so that members continued to honor their pledges.

Progress of Campaign:

- As of July 29th, 2016, pledges totaled \$2,094, 441. \$906,617,68 had been actually received by this point, with 22.7% of the pledges (50 units) paid in full.
- As of January, 13th, 2017, \$2,078,351 had been pledged. \$1,435,225.80 had been received, and \$8,765 had been forgiven for people who have contacted UUSIC and indicated that they won't be fulfilling their pledge. Most have moved from the area. 67 pledges were complete by this time, totaling \$682,090 (34.5%). There were 194 pledges and gifts total.
- As of April 17th, 2017, \$2,080,051 has been pledged/gifted. \$1,577,783.25 has been received (75.8%). We have 195 pledges and gifts.

The CC will conduct a "Phase IV" campaign after we move into the new building. Folks who have not previously given to the capital campaign will be contacted. The opening of the new building and the preparation of the recognition display will be a good time to reach out again to non-contributors. This will be outreach for inclusion.

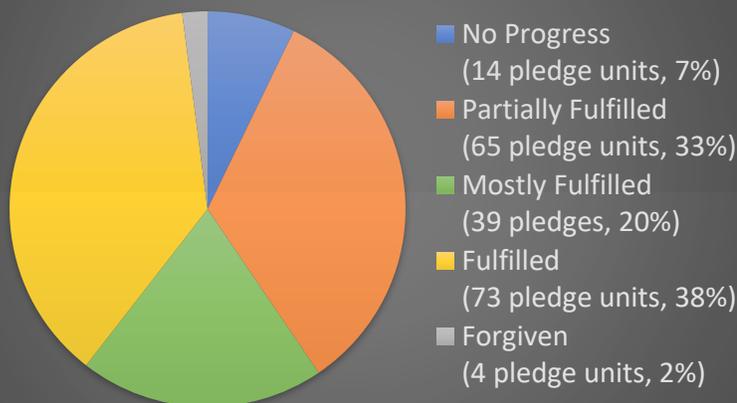
Recognition Project: A letter was sent to members requesting that they let us know how their name(s) should be listed on the recognition display. It was decided that a final list would be compiled closer to the end of the campaign (2018). A decision on the recognition design has not been made. The Aesthetics, Facilities, and CC Committees are jointly considering options. The Narthex wall space (main entryway) will be limited, so non-wall options are being considered.

The CCC provided estimated pledge amounts for 2017 and 2018 to the Board Treasurer. This information will be important when the Society actually takes out the building mortgage.

Follow-up letters were sent to pledging members who had not made a payment on their pledge. Emphasis was placed on the fact that income received now reduces the amount of the mortgage later.

Jamie Sharp chaired the CCC. Jeffery Ford served as Vice-Chair. Members included David Martin, Diane Martin, Vicki Siefers, Jim Laughlin, Barbara Haring, and Kirk Witzberger. —Jamie Sharp

Capital Campaign Pledge Status (195 Pledge Units)



All graphs current as of May 1st, 2017

Endowment Committee

The Endowment Committee is responsible for managing the Society's endowment, a permanent source of funds to help with the operating budget, emergencies, and major capital improvements. The current members are Jerry Nordquist (chair), Barbara Haring, Larry Audelhelm, Pete Brokaw, and Ken Atkinson. Jerry is the outgoing member.

2016 was another banner year for the endowment. At the end of the year the total balance in all of the investment accounts was \$1,083,003, a gain of 8.0% over 2015. This is net of contributions and administration expenses during the year. The General Endowment Fund (GEF), by far the largest of the several accounts, stood at \$1,016,827 at the end of 2016, a gain of 8.5%. The overall rate of return on the portfolio was an impressive 7.9%.

The Endowment Committee tracks the corpus of the GEF, defined as the inflation-adjusted value of all contributions to a fund since its inception. This number rose during the year as a result of (1) new contributions and (2) a modest increase in the Consumer Price Index. It stood at \$594,634 on December 31st, an increase of 3.4% over the year before.

Church policy requires that within the first two months of each year the committee shall determine and report the amount the Board can spend from the endowment during the year. Called the Annual Spending Allocation (ASA), this disbursement must be in the range of 2.0-5.0% of the General Endowment Fund, with a normal, or expected, value of 3.0%. In arriving at the figure the committee considers such things as the overall performance of the portfolio, changes in the cost of living, financial support for capital projects and emergencies, and sustainability of the funds. *For 2017, the committee has approved an ASA of up to five percent of the GEF existing at the end of 2016, or \$50,841.*

Notable Events and News:

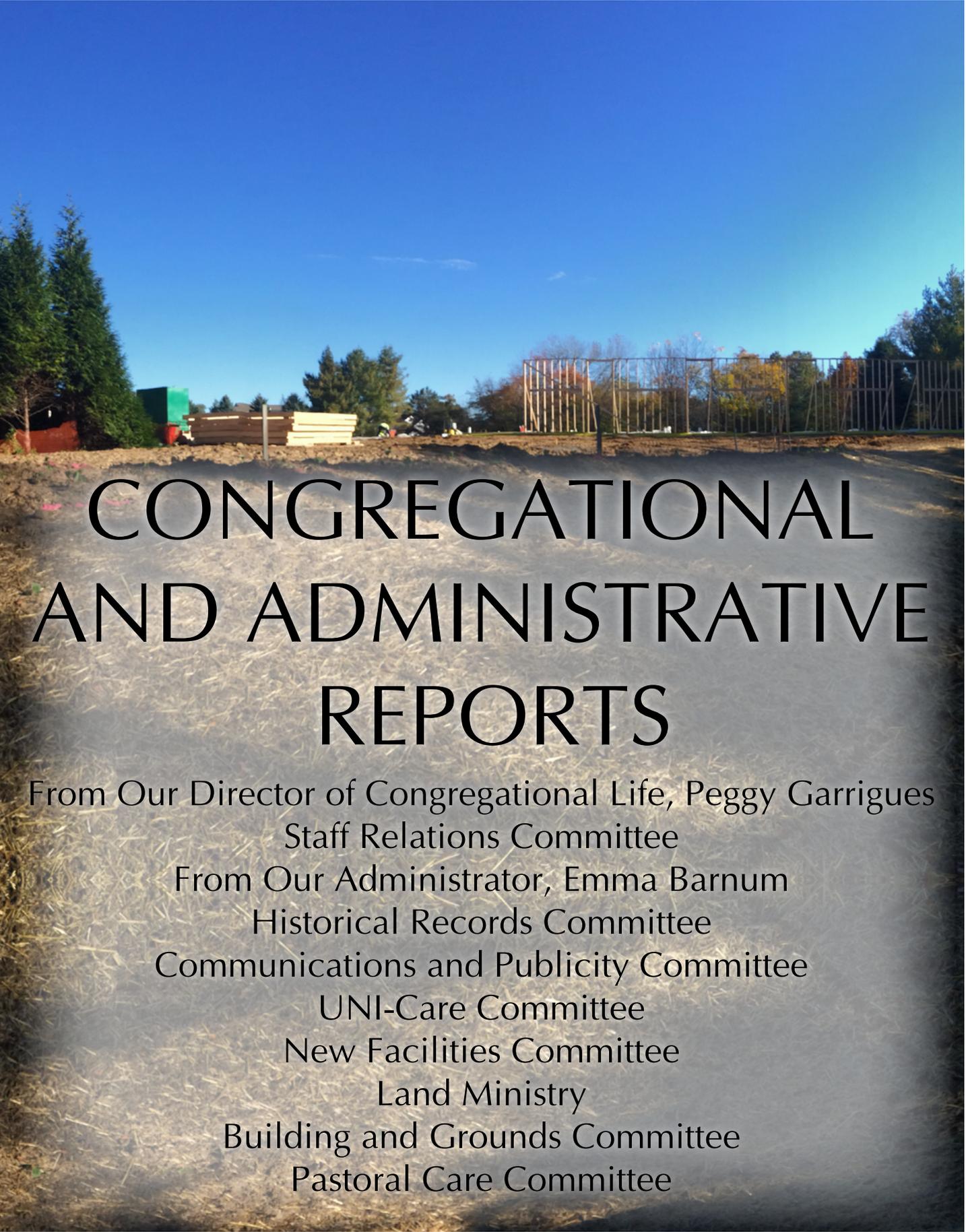
- For the third consecutive year, and with the assistance of our financial adviser, the committee has been transferring a portion of the endowment to socially responsible investments (SRI). Our goal is to have shifted 30% of total holdings to carefully selected SRIs by the end of this year. At the end of 2016, the balance in these accounts was \$185,593. Although this is slightly below target, the committee is pleased with the progress being made toward the goal.

- The committee held its annual fund-raising party in September. This time it was a festive brunch held in the home of John Raley. The attendance at the event was somewhat less than in the past but it still raised \$6,957 for the endowment.

The committee has been transferring a portion of the endowment to socially responsible investments (SRI). Our goal is to have shifted 30% of total holdings to carefully selected SRIs by the end of this year.

- At a Sunday service in early December of last year, the committee held a new-member recognition ceremony for the Chalice Society, which is comprised of UUs who have made bequests or other deferred gifts to the church. Five new members were recognized and thanked for their thoughtfulness and generosity. Over the past 20 years or so, more than fifty individuals have received this honor.
- The committee approved two applications for financial support from the endowment's Detiger Fund, whose primary purpose is to support community-wide programs that will call attention and bring credit to the UUSIC. One event was a workshop last August on income inequality led by Chuck Collins, a UU and well-known authority on the topic. There were 41 persons in attendance; 28 were members and friends of UUSIC. A second event is being planned for October by the 175th Anniversary Task Force, again with support from the endowment. Its focus will be on the history of the roles of women in liberal religion in America. The invited speaker and workshop leader is noted author Cynthia Grant Tucker.
- During the year the committee expanded its efforts to publicize the endowment and better acquaint members with its existence and purpose. We want to express our sincere thanks to Bailey, Emma, and Reverend Steven for their encouragement and assistance in this endeavor.

—Jerry Nordquist



CONGREGATIONAL AND ADMINISTRATIVE REPORTS

From Our Director of Congregational Life, Peggy Garrigues
Staff Relations Committee

From Our Administrator, Emma Barnum
Historical Records Committee
Communications and Publicity Committee

UNI-Care Committee
New Facilities Committee
Land Ministry
Building and Grounds Committee
Pastoral Care Committee

From Our Director of Congregational Life, Peggy Garrigues

I want to say a big thank you to Carol Throckmorton, who set up many procedures and programs to welcome visitors, offer radical hospitality, prepare new members, and engage the congregation in programs and activities in a variety of ways in her position as Congregational Life Coordinator.

I began the new position as Director of Congregational Life in September 2016, as the position went from half-time to full-time.

Volunteers

In November we recognized two Life Members, Gay Mikelson and Virginia Stamler. In April we had Volunteer Recognition Sunday, recognizing the more than 240 volunteers who have offered their time, talent, and resources to make our programs possible, serving the congregation and the larger community.

We have had 21 members join since our last annual meeting. ... Many of our new members are actively engaged, are busy volunteering, and several have taken on significant leadership roles.

New Members

We now have four sessions in the Journey to Discovery classes for those exploring membership, including a “speed-dating” session where they meet briefly with many group leaders in UUSIC to learn about ways to engage. Most sessions have a Board member and a Membership Associate present. Saunia and Rev. Steven are active in leading the classes as well.

We have had 21 members join since our last annual meeting.

- August 28th, 2016: Rachel Clark, Judi Clinton, Anna and Chris Rode
- November 20th, 2016: Carly Lewis and Dana van der Heide, Hilary Copeland Marvin and Robby Marvin, Karen McDonald, Jack and Tina Primmer-Tamayo, Joe and Mardi Rasmussen, Dan and Danielle Tallman, Emily Uhl
- March 5th, 2017: Ernie Cox, Matt Martin, Jean and Jerry Snodgrass-Wiedenheft, Tanner Woody

We just finished another round of Journey of Discovery, with seven participants.

Many of our new members are actively engaged, are busy volunteering, and several have taken on significant leadership roles.

Visitors

- This year we decided to make available Visitor Information Sessions after every service, led by me and/or a Membership Associate.
- We have had 74 visitors fill out a Connections Card since the last Annual Meeting

Membership Associates

We have decided to add a category of Welcome Table Volunteers, so that the Membership Associates can focus more on helping to lead visitor information sessions, classes for potential members, following up with those who have joined recently, and doing strategic planning. Several newly recruited Welcome Table volunteers were just trained early in May of this year.

Hospitality Teams

Kim Palmer has taken over the primary leadership of the Hospitality Teams, which greet visitors, prepare and clean up from social hour, and serve as ushers. Kim has been doing a fantastic job communicating with the team leaders, training new volunteers, finding substitutes when needed, and keeping supplies available for social hour.

We are still working to grow a new hospitality team to help with special receptions after Sunday services, and we are figuring out the best way to coordinate receptions for Memorial Services between Hospitality, UNI-Care, and Pastoral Care. Meanwhile, Diane Martin and Winnie Ganshaw jumped in to learn the ropes and did a beautiful job as they coordinated the many donations and volunteers for the memorial reception for Betty Thomas this spring.

Realm

I have been exploring Realm and am working to set up ways to keep track of the involvement of our members. There are now Pathways to move visitors to members, and pathways to move new members to become engaged members. Through the Program Councils, we will be offering more training and encouragement to use Realm for communication, recordkeeping, and sharing resources.

Groups and Classes

- Saunia, Rev. Steven, and I have had the first meetings of our new Program Councils, through which we plan to help coordinate ministry between groups, communicate to groups about changes and opportunities, get input from groups on what other support they need, and offer some leadership training to group leaders.
- Saunia, Rev. Steven, and I have also been having conversations to move towards a fuller range of programming for those at varying levels of

engagement in our congregation: newer members, those growing in their engagement, long-term members, and leaders. In particular we want there to be opportunities for programs and classes in the areas of spirituality, developing UU identity, world religions, educational programs, and environmental and social justice issues.

... we want there to be [more] opportunities for programs and classes in the areas of spirituality, developing UU identity, world religions, educational programs, and environmental and social justice issues.

- Carolyn Johnson and I worked together to lead the 9-week class “Spirit in Practice,” one of the adult curricula available free through the UUA website. The class just finished on May 17th.

- I have also worked with: Land Ministry, Communications and Publicity Committee, Green Sanctuary, and visited lots of groups and classes within the congregation.

UU Association of Membership Professionals (UUAMP)

- UUAMP is in the process of setting up a certification process for Membership Professionals. I helped with field testing of 2 of the 10 modules. During the rest of 2017 I will plan to complete the certification process, which means finishing 4 more of the 10 modules.
- In March I went to Milwaukee for the Professional Days for UUAMP. It was a wonderful opportunity to meet colleagues and to learn about new ideas and perspectives that other Membership Professionals were using in their UU congregations.
- I have made reservations to attend General Assembly in New Orleans in June, and I plan to meet with other Membership Professionals there.

—Peggy Garrigues



UUSIC participants at the 2016 Coralville 4thFest Parade

Staff Relations Committee

The Staff Relations Committee provides support to supervisors and staff to maintain a positive and effective workplace for UUSIC. Our actions include:

- Proposing personnel policies and procedures to the Board
- Providing consultation to individual staff and supervisors
- Developing processes and forms for staff and minister evaluations

- Providing guidance for regular employee/supervisor practices and during disciplinary actions
- Facilitating staff discussions
- Updating job descriptions
- Assisting search committees for staff vacancies
- Leading requested staff workshops.

A complete set of personnel policies is available online. Members (assigned by the Board) include: Mary McMurray, Brigette Ingersoll, and Nancy Noyer, chair (in final year). A new member will be onboard in July, 2017.

—Nancy Noyer

From Our Administrator, Emma Barnum

It has been a busy year for the UUSIC office! Aside from the normal committee support and administrative duties I provide, here are some of the big things that have happened since last year's Annual Report:

- The biggest update, aside from our new location, was our switch from our old church management system, Church Windows, to Realm over the summer last year. The switch has been incredibly worthwhile, at least on the Admin, side of things. All staff, rather than just the Administrator, can access member data. Financial data can be entered and tracked much more thoroughly than before. Online pledging and giving gives members more access and control over their donations. Members can access and update their information and information shared by others, rather than being forced to wait on printed financial statements and new paper directories. Realm also provides resources for group communication, attendance tracking, and event coordination. Look for more Realm integration in the coming year!
- I assisted with the many staff transitions and worked with Rev. Steven and Treasurer Adam Ingersoll to begin taking a larger role managing staff benefits and human resources.
- On December 17th, 2016, my son, Henry, was born. With the generous help provided by our staff, Board, and volunteers, I took a maternity leave until mid-March 2017. Special thanks to Bailey for taking over as Temporary Admin. in my absence.
- UUSIC's Administrative Assistant (Bailey Kelley in 2016 and Nik Jakob in 2017) has become an integral part of the administrative team. Projects undertaken by the AA this year include training members on Realm, making updates and corrections to the website, preparing the Sunday powerpoints, assisting with filing and database tasks, and much, much more.
- I worked with the Board, staff, and NFC to make decisions on our facilities and to write new policies and procedures.
- The 2016/2017 Office Volunteers included Gay Mikelson (leader), Dave & Diane Martin, Jeanette Carter, and Cari Malone. —Emma Barnum

Historical Records Committee

The Historical Records Committee (HRC) looked forward to an event-filled year celebrating the 175th anniversary of the Society's existence, and in many ways this expectation was fulfilled. However, the most significant event for us was the passing of our devoted chair, Marilyn Jennewein. For many years she maintained records, provided historical information for members and the community, wrote articles and led discussions—all to retain our rich history and educate us all on the importance of respecting our past. Her loss is enormous.

Here are some activities held to celebrate our anniversary:

- A reception on November 6th, 2016, with pictures of nearly all previous Society buildings displayed on the actual bicentennial date
- A Welcome Home Wednesday class, "Preserving Our History," led by preservationists from the University of Iowa Library and Karen Mason, the head of the Women's Archives at UI Library
- Historical nuggets as the lead-ins for each of our UUSIC midweek emails
- A presentation by Peggy Houston at a February Sunday service recounting the experiences of Ruth Irish Preston, an early member and historian of UUSIC
- Arranging to use memorial funds donated in Marilyn's name for the purchase of an additional storage cabinet
- Historical records are being stored in members' homes while the new building is under construction, and we are in communication with the New Facilities' Furniture, Furnishings, and Equipment Subcommittee about space for the HRC archives cabinets
- Continuing dialogue with the State Historical Society of Iowa about the Society's records in their collections
- Preliminary planning for several events to wind up the 175th celebration, including an October workshop to be led by Prophetic Sisterhood author Cynthia Grant Tucker

Members of the committee are Susan Eberly, Gay Mikelson, Vicki Siefers, Sarah Holmes, Karen Mason, Rob Dietrich, and Jeanette Carter. —Sue Eberly

Communications and Publicity Committee

Alongside the rapid changes to our congregation, the Communications Committee has undergone a serious reorganization in 2016. After successful completion of the committee's primary goal of drafting and institutionalizing a Communications Policy, the committee reevaluated its mission—to "recommend ... policies and practices" and "provide guidance"—in light of UUSIC's new communication needs. Phil Beck stepped down as chair, replaced by Bailey Kelley, and the committee decided to dissolve and serve the congregation in two distinct ways. First, we believed it was important to provide audio/visual support at Sunday services and other events. Michael Honey-Arcement and Carol Adamson from the former Communications Committee have led these efforts, regularly joined by Jake and Jess McCusker and Chris Rode. Our services are now regularly being recorded for publication online and for our historical records, even through our transitional use of Sanctuary Community Church.

Secondly, remaining members of the former Communications Committee have formed the Publicity Committee, addressing the Board's call for more focused external communication strategies. With the creation of a part-time staff position dedicated to these efforts in the new year, the Publicity Committee has begun evaluating opportunities for local and regional advertising, developing social media strategies, and coordinating

The Publicity Committee has begun evaluating opportunities for local and regional advertising, developing social media strategies, and coordinating publicity for our most important moments in 2017.

publicity for our most important moments in 2017. Tremendous volunteer efforts from the congregation have also supported the newly formed Publicity Committee, including the Naming/Branding Task Force (exploring a new identity along with our new home) and the Chalice Lighters Grant Writing Group (which will bring in funds to rejuvenate our website and introduce us to our new neighbors).

Current members of the Publicity Committee include: Bailey Kelley (Publicity Coordinator), Wendy Brown, Dan Tallman, Sally Hartman, Nancy Noyer, Adam Tatro, Emily Uhl, and Jeff Walberg. The committee also thanks Steve Vincent and Chris Rode for their work on the branding front.

Moving forward, the Publicity Committee will continue to coordinate with staff on internal communications and take on the Board's charge of sharing the important works and welcoming spirit of UUSIC with the broader community.

—Bailey Kelley

UNI-Care Committee

Unicare's purpose is to provide support to members of our congregation when they might want some hands-on assistance, such as meals, transportation, or occasional house and yard work. By providing mutual support, we strengthen the bonds of fellowship and assure members they are cared for at every age and circumstances of life. In order to facilitate scheduling volunteers, the Unicare Coordinators have been experimenting with some online applications. Marianne Mason schedules transportation; Diane Martin and Mary McMurray organize food and other requests.

—Mary McMurray

Right: Members work on the garden behind the Oakdale House, Summer 2016



New Facilities Committee

Members: Jeffery Ford, Deb Schoelerman, Jane DeWitt, Sue Otto, Steve Locher, and Kirk Witzberger, chair, and Adam Ingersoll, Board liaison.

The New Facilities Committee (NFC) has four main responsibilities:

1. To monitor the building budget. The committee is kept up to date on expenditures for the construction and is staying within the budget for the 6 million dollar building.
2. To attend bi-weekly meetings with Neumann Monson architect Matt Krieger and the project manager for McComas Lacina Construction, Damon Keen. Adam and/or Deb have attended these meetings since construction began.
3. To keep the congregation and the Board informed of the progress of the construction through written reports, newsletter articles, and congregational meetings.
4. To plan and make decisions on the interior design details and furnishings. (see sub-committees below).

Six sub-committees each focus on an area of the building:

- **Kitchen:** Sue Otto, with help from Deb Schoelerman and Jane DeWitt, has reviewed and made final recommendations for the kitchen appliances. Rapids Foodservice Contract and Design is the supplier.

- **Liturgical:** Jane DeWitt and Rev. Steven Protzman are working on the worship space that includes the pulpit, a platform, and a table.
- **AV:** Sue Otto and Emma Barnum are communicating and with the AV consultant on sound and video needs.
- **Phone and Security:** Emma Barnum has communicated with CenturyLink on internet/phone lines, and has met with engineers from Neumiller Electric, the subcontractor implementing the key system for the building. Purchase of a VoIP phone system is still in the works.
- **Aesthetics and Furnishings:** Theresa Ullerich and the Aesthetic Committee (Gay Mikelson, Jan Locher, Deb Schoelerman, and Brian Glidewell) are working with Saxton, Inc., to choose and order chairs for the sanctuary, tables for the classrooms, desks and chairs for the offices, furniture for the reception area, and tables and chairs for the fellowship hall.
- **Signage:** Jeffery Ford has worked with the ASI Company to design the interior signs and has met with the staff for their input.

In addition, with regard to the three bio-retention cells: Deb communicates with the City of Coralville Storm and Water Management and the Soil and Water Conservation District. We are receiving funds from the state of Iowa (through the SWCD) to help with the cost. The bio cells are designed by Jon Larson of HBK engineering.
—Deb Schoelerman



Members of the NFC tour progress of the new building, December 2016

Land Ministry

The Land Ministry's purpose is to prepare and implement a plan for the use of the Society's property on Oakdale Road in order to protect and enhance the property and its flora and fauna through sustainable practice. The Land Ministry shall have the ongoing responsibility for updating and implementing this plan. Co-chairs are Deb Schoelerman and Kurt Friese.

There are five subcommittees to focus on various areas of the land. They are as follows:

1. Edible Landscape/Community Garden, facilitated by Vicki Siefers
2. Woodland Management, which includes trail management, facilitated by Tom and Mary McMurray
3. Building Landscape, facilitated by Jim Laughlin
4. Outdoor Play and Recreation, facilitated by Brigette Ingersoll
5. Worship and Meditative spaces (labyrinth, memorial garden), facilitated by Virginia Melroy
6. Bio retention cells, facilitated by Deb Schoelerman

Education and Outreach will be another focus of the Land Ministry. All groups as well as the DLRE will share this responsibility.

Activities this year included:

- A workshop in May, which was attended by 24 members and friends held at our property. Each group brainstormed for what they would/could envision on our site in 10 years.
- Community garden was created by several members of the congregation. Three raised beds were constructed from fallen branches, rope, flattened boxes, other materials already on the property, and soil moved from the Millers' garden. The gardens were planted with seeds and bedding plants. Volunteers cared for the garden throughout the summer. We had a bountiful harvest! Most of the produce was donated to the Coralville Food Pantry—about 150 pounds.
- Workshop facilitated by Fred Meyer and Backyard Abundance in February attended by 30 people. Each sub-group, with a large paper layout of the property, began to further plan and envision ideas on the site as well as location of area.
- Development of Concept Design presented to congregation on March 19th by Fred Meyer. Members asked questions and in general were pleased with the design. The Land Ministry and sub committees will be setting the priority of which projects to do first, and we will begin when the building is completed.

—Deb Schoelerman

Building and Grounds Committee

The basic goal and mission of the Building and Grounds Committee is to maintain and facilitate repairs of our buildings and grounds. Volunteers include Jim Laughlin, Kurt Haman, Amy Fretz, Vicki Siefers, Paul Pomrehn, Gary Lawrenson, and Deb Schoelerman.

Our focuses at the Oakdale House include:

- Mowing the grounds and the trails of the property
- Organizing the contents of the shed
- Maintenance of the lawn tractor and tools
- Purchase of a new water heater
- Hiring someone for snow removal

—Deb Schoelerman and Kurt Hamann



Left: Members of the Land Ministry at the May 2016 Workshop

Pastoral Care Committee

The mission of the Pastoral Care ministry, as shaped by the UU principles, is to affirm and promote the inherent worth and dignity of every person and to practice compassion in human relations by providing a ministry of support, hope, and caring so that no one connected to this congregation needs to feel alone. This goal furthers the vision of UUSIC to be a caring, inclusive community. In collaboration with Rev. Steven, Winnie Ganshaw chairs this ministry and serves as primary pastoral care provider when Rev. Steven is away. Winnie and Rev. Rebecca Hinds, Peoples Church Unitarian Universalist in Cedar Rapids, will share pastoral care coverage during Rev. Steven's sabbatical in April, May and June 2017.

During this past year we furthered this mission through a number of ways:

- Continued the "Honoring Your Wishes" Program, which provides resources, helps people make decisions about healthcare planning, and offered the UU Grief Group. Rev. Steven participated in a community event for "Honoring Your Wishes."
- Hosted the film "Being Mortal" by Dr. Atul Gawande for our congregation and the larger community with the Honoring Your Wishes program. The film highlights end-of-life issues from the perspective of individuals and families, as well as the healthcare providers involved. Discussion was facilitated by Honoring Your Wishes staff.

- Continued with "Cards of Caring and Support," a program to send cards to people in the congregation who experienced any of life's challenges, losses, and transitions. A list is provided to office volunteers, who write and mail the cards.
- Offered pastoral care through a variety of means including phone calls, sending emails, making announcements in the services and our communications media, and conducting visits that provided support to UUSIC members and friends.
- Rev. Steven referred people to community services as needed, and the committee worked with UniCare to provide transportation and meals as requested by members.

Our goals for 2017/2018 will be:

- Continue these ministries through nurturing and encouraging a culture of pastoral care in the congregation by helping members and friends understand that every conversation or interaction offers an opportunity to minister to others
- Promoting and offering the Advance Care Planning "Honoring Your Wishes" program and the UU Grief Group
- Starting up the Friendly Visitors program once again
- Deepening our pastoral care skills

—Winnie Ganshaw



Members participate in the Barbara Schlachter Walk for Climate Justice (above) and in the CROP Hunger Walk (right), both in April of 2017



SPIRITUAL, EDUCATIONAL, AND ACTIVITY REPORTS

From Our Director of Lifespan Religious
Education, Saunia Powell

From Our Music Director, Gloria Corbin
Covenant Groups

2017 Program & Activity Groups



Director of Lifespan Religious Education

Children and Youth Religious Education

At the Sanctuary Community Church, Sunday afternoon services were a struggle for even the most dedicated RE families. Attendance reflected!

Sr. High Youth

- Due to low enrollment, on the advice of the outgoing DLRE, CYC, and previous Sr. High teachers, we decided to not offer Sunday Sr. High RE.
- Throughout the fall semester, the Sr. High youth group met Wednesday nights either at the Sanctuary Community Church or at Oakdale House and discussed film clips using a curriculum called *Popcorn Theology*.
- Due to continued low attendance, we switched to monthly organized youth service events for the spring semester.
- Leaders: Joel Gilbertson-White, Marsha Cheyney, Jim Trepka, Lori Enloe, Rebekah Tokuhisa

Jr. High Youth

- We used a full year Coming of Age UU curriculum called *Jedi Academy* that explores individual ethics through the lens of mindfulness and centering practices and using the 5 senses.
- Not everyone enjoyed the Star Wars theme, but the teachers made it work.
- Attendance was better in the fall than in the spring.
- Teachers: Sally Hartman, Heather Marshall, Emily Peck, Brett Cheney (fall), Leigh Nida (spring), Susan Salterberg (spring)



Kids!

- Weekly Time For All Ages topics ranged from *A is for Activist* reading, teddy bear show & tell, telling an Iroquis creation tale, and watching a video about the 11-year-old girl behind #1000blackgirlbooks.
- Multi-generational services (interactive plays for Christmas & Stone Soup) and multi-age children's activities like making seed balls for Milkweed Matters and an Ostara-themed egg scavenger hunt for Easter took the place of RE classes about once per month.
- The original plan for RE was to split our Preschool through Elementary classes 3 ways (PreK; K-2; 3-5), but at the last minute we switched to only 2 classes (PreK-K; 1-5) to fit enrollment numbers and human resources.



Above: Children play during RE on Sunday

Left: Youth volunteer at ReStore as a service project

Elementary

- 1st through 5th grade may sound like an impossible stretch of ages/developmental stages (it is!), but all of our enrolled students happened to be in 1st through 3rd grade.
- When visitors in 4th/5th grade came, they were certainly the oldest. 5th grade visitors were given the option to go to the Elementary or Jr. High class.
- A Tapestry of Faith curriculum, called *Love Will Guide Us*, made for 2nd through 3rd graders, was used in the fall.
- Feedback from the teachers resulted in a curriculum shift for the spring semester to a different Tapestry of Faith curriculum, also made for 2nd through 3rd graders called *Signs of Our Faith*. This was received well.
- Teachers: Nancy Noyer, Meredith Gall, Erica Reschly, Peg Bouska

Preschool & Kindergarten

- We used the Tapestry of Faith's Chalice Children curriculum—but a mixture of the old version and the new version. Veteran teachers knew some of the old activities and stories were better, and added their own spin on the lessons as needed.
- Teachers: Deb Scheolerman, Abby Petterson, Alice Atkinson (fall), Vicki Siefers (spring), Jan Locher (sub)

Nursery & Childcare

- We were sad to say goodbye to our Nursery & Childcare Supervisor (and our only baby) in December. Thankfully an active new member stepped into the role, cultivating a relationship with our young families and present each week for visitors with childcare needs.
- Nursery staff: Trudy Gulette (fall), Anna Rode (spring), Cora Patterson, Haven Witherspoon

Adult Religious Education

Welcome Home Wednesday (WHW)

Fall 2016 Session (October 5th through November 9th)

- We met at the Sanctuary Community Church at 6:30 pm Wednesday evenings for a short vespers service, led by worship associates, and then broke up into our classes, which began at 7:15:
 - *Tai Chi*, led by Lori Enloe (6 weeks)
 - *Where to Invade Next*, led by Linda Rice & Miriam Kashia (6 weeks)
 - *Group Vocal Lessons*, led by Gloria Corbin (3 weeks)
 - *Preserving Historic Treasures*, led by Jeanette Carter (3 weeks)



Above: UU children and adults participate in activities for a Racial Justice/Standing on the Side of Love event in January 2017

Winter 2017 Session (February 1st through March 8th)

- Similar to the Fall WHW, we met at the Sanctuary at 6:30 Wednesdays for vespers but hustled to classes by 7 pm.
 - *Radicals, Rebels, & Reformers (UU History)*, led by Rev. Steven Protzman (6 weeks)
 - *Spiritual Odyssey Writing Workshop*, led by David Jepsen (6 weeks)
 - *Social Justice Action Issues*, led by Sally Hartman & Deb Schoelerman (6 weeks with 3 topics broken up into 2-week chunks). Topics:
 - Income Inequality
 - Corruption of Democracy
 - Environmentalism

The Welcome Home Wednesday committee was chaired by Linda Rice. Still renting space without a full kitchen, we decided to not offer a dinner meal as had been done in the past. Both fall and winter sessions had a class canceled at the last minute due to low enrollment. Discussion in the spring included the potential to move Adult Education opportunities to Sunday morning in the new building.

Non-WHW Spring Courses

- *Exploring the Iron Pentacle*, led by Marsha Cheyney and Dawn Marshall, met for 6 weeks (February 27th through April 3rd) on Monday nights at Oakdale House.
- *Spirit in Practice: UU Approaches to Spirituality*, led by Peggy Garrigues and Carolyn Johnson, met for 9 weeks (March 22nd through May 17th) on Wednesday nights at Oakdale House.

Special Needs Committee

The Special Needs Committee was co-chaired by Rochelle and Michael Honey-Arcement. Throughout the fall, the committee met monthly to discuss related topics, but at our February meeting the assembled group decided to switch to a more ad hoc schedule—calling a meeting when an issue arose rather than monthly.

A representative of the Special Needs Committee joined the Aesthetics Committee (tasked to make furniture, paint color, etc., decisions for our new building) and the Outdoor Recreation & Education Committee (tasked to vision and create an outdoor play space) to assure that the decisions that were being made in the RE wing and playground especially kept inclusivity at the forefront.

Outdoor Recreation & Education Subcommittee

As a subcommittee of Land Ministry, this group was chaired by Brigette Ingersoll. Focusing primarily on the creation of a natural play space on the grounds

just to the south of the new building's RE wing, and with a generous donation towards this end, we hired Tony Malkusak/Abundant Playscape to assist with the visioning, prioritizing, and planning aspects. Our priorities include natural materials, accessibility, multi-sensory exploration, and, well, a totally awesome in-ground slide.

Children & Youth Committee (CYC)

The CYC remains an active, engaged committee of the congregation overseeing many aspects of Children & Youth programming. Also chaired by Brigette Ingersoll, the CYC is most known for their well attended monthly Family FUUN Nights. Always potlucked, we gathered at the Ingersoll house, new Mercer Park playground, Kent Park, and Wilson's Orchard. One special gathering included all 4 Circle of Friends families. Highlights included a pinata party and huge water slide!

—Saunia Powell



From Our Music Director, Gloria Corbin

The Fireside Choir is made of a core group of eleven singers: Carol Adamson, Joe Brisben, Colleen Higgins, Sandy Keller, Jim Laughlin, Jim Olson, Cecile Owings, Gerry Pearson, Bonnie Penno, Damian Pieper, and Kaye Winder. Gloria Corbin directs the choir, and Peng Zhang is the staff accompanist.

The choir practices each Thursday evening for 90 minutes during the liturgical year, and sang, on the average, at three worship services each month. They gather to rehearse again before each service in which they sing.

This year the choir prepared 33 anthems to enhance and enrich the theme of the worship services. One contemporary piece, "I Was Listening to a Pogrom," served as one of the readings. In addition, the choir prepared several calls to worship and sending songs. The choir takes the lead when new hymns are presented to the congregation. Because congregational singing became more robust during the course of the church year, they were invited to participate in choral anthems, asked to vary hymns with ladies-only verses/men-only verses, sing in rounds, and participate in calls to worship and sending songs. The choir was involved in the

People's Church Christmas Eve worship service in Cedar Rapids, and the women of the choir were involved in the December 31st Wassail Ceremony at UUSIC. This year we had the pleasure of hearing Alice Atkinson (and ensemble) play flute, Joe Brisben accompany the choir on banjo, Gerry Pearson (and ensemble) present recorder music, and Miera Kim and Carey Bostian of the Red Cedar Chamber Music play for the Festival of the First Bread service.

The children's choir, made up of a few UU children, was placed "on pause" in January. The plan is to renew the effort for a children's choir in the Fall of 2017, when we are in the new church building,

The Music budget allows the purchase of sheet music, the tuning of the piano, a professional staff accompanist, and professional development for myself. My membership in the Unitarian Universalist Musicians Network is very valuable, and networking with other UU church musicians has considerably benefited my personal growth. I am very grateful for the partnership with Rev. Steven and appreciate his support and guidance. And I have an additional word of appreciation for the support voiced by congregants, the faithfulness of each of the singers in the Fireside Choir, and the skill and talent of Mr. Peng Zhang at the keyboard.

—Gloria Corbin

Covenant Groups

Each covenant group consists of about 10 to 12 members who meet monthly to discuss topics that connect them more deeply with Unitarian Universalism, as well as to one another, and occasionally work together on service projects. Currently, there are eight groups, totaling 87 members.

Activities in the past year included regular meetings of the facilitators to discuss topics and issues that come up, staffing an opportunities-fair table, and holding two all-covenant-group potlucks. We have made a change this program year from developing our own monthly

topics as a council, to basing them on *SoulMatters* materials and thus establishing common themes with worship and LRE. We have recently been able to add several new members to our groups.

Members: Winnie Ganshaw and Russ Lenth, co-chairs; Jan Locher, past chair and membership coordinator; Phil Beck, past chair and newsletter-article writer; Group co-facilitators: Peggy Dietrich, Sally Hartman, Adam Ingersoll, Brigette Ingersoll, David Jepsen, Lula Palmer, Shona Roeder, Sharon Thomas, Vicki Siefers, Theresa Ullerich. —Russ Lenth



Above: Members participate in a Family FUUN Night in February 2017

Program & Activity Groups

The following Program and Activity Groups were active during the 2016/2017 liturgical year:

- **UU Book Discussion Group** (leader: Mary Lou Welter, met monthly at Oaknoll)
- **Buddhist Sangha** (leaders: Brian Glidewell and Cindy Spading, met weekly at Oaknoll)
- **Dances of Universal Peace** (leader: Virginia Melroy, met monthly at the East Side Recycling Center)
- **Girls, Night Out** (leader: Carol Throckmorton, met monthly at various local restaurants)
- **UU Grief Group** (leader: Gail Garwood, met monthly at Oakdale House)
- **Kiirtan** (leader: Andy Douglas, met monthly at Oakdale House)
- **Owl Moon CUUPS** (leaders: Marsha Cheyney and Paula Miller, met at various times and locations)
- **Racial Justice study/ACTION Circle** (leader: Alison Oliver, met twice a month at Oakdale House)
- **Scrabble Group** (leaders: Gary Lawrenson and Jeanette Carter, met monthly at various locations)
- **Secular Humanists** (leader: Mark Yuskis, met monthly at Old Brick)
- **Singing Bowl Meditation** (leader: Judi Clinton, met twice a month in Judi's home)
- **Vegetarian Community** (leader: Carol Throckmorton, met twice a month at various locations)

Find details on these events on the UUSIC website or by contacting the group leaders.

SOCIAL JUSTICE AND COMMUNITY OUTREACH REPORTS

Social Justice Action Fund
Green Sanctuary Committee
Guatemala Service Trip Report
Social Justice Coordinating Committee
Circle of Friends
Free Lunch Program
Partner Church Committee



Social Justice Action Fund

The Social Justice Action Fund (SJAF) was established in 2013 to support projects, events, and groups that address social justice issues both locally and beyond.

The SJAF complements the work of the Social Justice Coordinating Committee by funding ad hoc requests that are made throughout the year.

The initial funding for SJAF came from generous contributions from the Endowment Fund and the annual Treats and Talents Auction. The current funding model for SJAF will be shifting in 2017, and the committee will be looking at innovative ways to raise funds to support this ongoing work.

The SJAF committee meets the mission and vision of UUSIC by helping to fund projects, events, and groups who focus on social justice every day.

In the upcoming year, the SJAF committee will focus on communication so that the congregation will know more about the projects that have been funded and to encourage people to bring funding requests for projects that promote social justice.

In the past year, SJAF has helped to support a wide variety of efforts, including:

- Table to Table: summer food for low income children/youth [\$200]
- ToGatherTogether: school supplies for low income children/youth [\$300]
- Funds for City High Student lunches for February through May [\$600]
- UNICEF [\$500]
- Center for Worker Justice annual dues for 2017 [\$250]
- Sponsorship for the Center for Worker Justice GALA fundraiser [\$250]
- Purchasing the movie “Defying the Nazis: The Sharps War” and the companion book [\$76]
- Support for the leadership and communication program for inmates at the Iowa Medical and Classification Center at Oakdale [\$340]
- Shipping quilts and materials to our Partner Church in Janosfalva [\$150]
- Support for Compeer Program [\$500]

—Pete Brokaw

Green Sanctuary Committee

The Green Sanctuary (GS) Committee meets on the second Monday of each month. Members are Jeanette Carter, Deb Schoelerman, Carol Throckmorton, Sally Hartman, Marsha Cheney, Peg Voelker, and Miriam Kashia. We have a budget of \$250 for 2017.

The mission of the Green Sanctuary Committee is to promote stewardship of the earth in our congregation and in our local and global community. The driving force behind this mission is a commitment to the UU Seventh Principle: “Respect for the interdependent web of all existence of which we are a part.”

We strive to have all actions of our committee exemplify our accordance with the Mission and Vision statements of UUSIC, with emphasis on social justice work, healing the earth, and transforming the world.

The mission of the Green Sanctuary Committee is to promote stewardship of the earth in our congregation and in our local and global community.

Our activities of the past year included:

- Welcome Home Wednesday spring classes. SJCC did the first four classes and GS did the last two. Attendance was 8 to 10 people.

- Tabling. We provided opportunities during social hour for writing letters to congressional leaders regarding climate issues. Issues that we addressed this year included support for banning single-use plastic bags in Iowa City and opposition to the Bakken Pipeline.
- Pom-pom eco-surveys. Congregants were invited to show what habits and practices they have that promote a sustainable life style by placing a colored pom-pom in clear glass jar. Results were shared in the newsletter.
- Earth Day service. On April 23rd, 2017, our committee presented the Earth Day Sunday Service featuring an address by Jeff Biggers, writer in residence at the U of IA Office of Sustainability and founder of the Climate Narrative Project.
- IPL. We maintain our membership in Iowa Interfaith Power and Light (IPL), the statewide 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 footprint reductions, and advocacy for sustainable policies.
- UUMFE. We are members of the Unitarian Universalist Ministry for the Earth (UUMFE) and continue to work towards accreditation from this organization.

Goals for 2018:

- Complete official Green Sanctuary accreditation from the UUA.

—Deb Schoelerman



International Service Trip to Guatemala

In June of 2016, 7 members of UUSIC traveled to Guatemala to work. Sally Hartman, Erica and Justine Reschley, Meredith, Dan, and Nathan Gall, and Deb Schoelerman spent 3 days in San Juan Laguna near Lake Atitlan with the Centro Maya Project distributing over 180 pairs of shoes that had been collected in Iowa City. We then traveled to Pachaj, near Quetzaltenango and for the next 5 days worked in the Chico Mendes Reforestation Project. We worked in the nursery transplanting seedlings into bags filled with soil, weeded the seedlings already bagged, and, working alongside the staff of Chico Mendes, helped to plant 500 trees in the community.

This is the 2nd trip we have made to serve in these two communities (the first was in 2015). In October of 2016 we led a Sunday service to share our experiences with the congregation and show how we touched hearts, changed lives, and transformed the world. —Deb Schoelerman



Social Justice Coordinating Committee

The vision statement for the Social Justice Coordinating Committee (SJCC) is:

We gather in collaboration to identify problems of unbalanced power and privilege. We mobilize resources to dismantle oppressions and build solutions for inspiring and empowering just communities.

In the Fall of 2016, SJCC coordinated congregational voting for the 12 agencies that UUSIC will support monthly from 2017 to 2020 with the cash contributions and designated checks from the Sunday offerings. There were 33 groups nominated. The twelve selected were Shelter House, Crisis Center of Johnson County, the Free Medical Clinic, the Domestic Violence Intervention Program, the Emma Goldman Clinic, Free Lunch, the Inside-Out Reentry Program, the Abbe Center for Community Mental Health, the Free Dental Clinic, Table 2 Table, United Action for Youth, and the Neighborhood Centers of Johnson County.

This year, the [5th Sunday offerings benefited] the Partner Church in Romania, the Standing Rock Pipeline Camp in North Dakota, Black Lives Matter, and the Minister's Discretionary Fund.

Each year there are four months that have five Sundays. Per policy, SJCC selects a special project or disaster relief to receive the cash and designated checks from that 5th Sunday collection. This year, the special projects were the Partner Church in Romania, the Standing Rock Pipeline Camp in North Dakota, Black Lives Matter, and the Minister's Discretionary Fund.

SJCC participates in several annual events sponsored by the Consultation of Religious Communities (CRC) and other community organizations. These include the Winter Clothing Drive, the Myeloma Walk, Gifts for Parents, the Homeless Children's Trust Holiday Party, and the CROP Walk. In addition, we collaborated with the Sanctuary Church on a food drive for the Coralville Food Pantry.

At holiday time, we work with the UUSIC Circle of Friends to provide gifts of clothing, toys, grocery and gasoline gift cards for the four immigrant families that we help to support.

SJCC coordinated a Day of Service in January and another in June. Agencies that we worked with on projects for those days were the Center for Worker Justice, Uptown Bill's, Shelter House, the Ronald McDonald House, the Crisis Center, the Domestic Violence Intervention Project, Habitat for Humanity, and Access2Independence. On each Day of Service, 35-60 children and adults participated.

SJCC asks for reports and supports the activities of the other social justice committees within UUSIC, in the local area and state-wide. These include Free Lunch, Green Sanctuary, the Circle of Friends, Death with Dignity, the Center for Worker Justice, and IUUWAN (the Iowa UU Witness and Action Network).

We meet on the second Tuesday evening of each month at the Oakdale House. Please join us!

—Diane Martin and Gay Mikelson

SJCC Contributions in 2016

2016 Total Giving: \$25,020

2015 Total Giving: \$30,515

2014 Total Giving: \$29,347

Agency Schedule

January: DVIP	\$1,400
February: Hospice	\$1,000
March: Crisis Center	\$1,300
April: Elder Services	\$1,500
May: Table to Table	\$1,050
June: Comm. Mental Health	\$1,000
July: Free Medical Clinic	\$1,150
August: Free Lunch	\$900
September: Emma Goldman	\$950
October: Shelter House	\$1,500
November: Free Dental Clinic	\$1,400
December: United Action for Youth	<u>\$1,350</u>
	\$14,500

Misc. Contributions & Expenses

CRC Dues	\$150
Common Fund of CRC	<u>\$1,500</u>
	\$1,650

Other UUSIC Fundraising in 2016

Minister's Discretionary Fund	\$635
Partner Church	\$3,000
Center for Worker Justice	\$675
CROP Walk	\$960
Shelter House (Benefit Luncheon)	\$1,100
Black Lives Matter	\$550
ND Standing Rock Pipeline Camp	\$600
Circle of Friends (Gift Cards)	\$1,200
Homeless Children's Trust party	<u>\$150</u>
	\$8,870

Circle of Friends

The goal of the Circle of Friends (Immigration Issues Study and Action Group) is to support immigrant/refugee families in the community. Active members are Sally Hartman, Diane Martin, Gay Mikelson, Peg Bouska, Deb Schoelerman, plus the generous support of the congregation.

- We have provided support for two Guatemalan families for the past 5 years. In December we added two families from the Sudan who have permanent refugee status. Members of one family are refugees from Darfur.
- In coordination with SJCC and the holiday giving project, gifts and gift cards were collected and delivered to our four families.
- On January 5th we hosted a family gathering and potluck supper at Oakdale House to celebrate "Kings' Day," a holiday celebrated in Latin American countries. The Three Kings, bringing gifts to the baby Jesus, arrived at UUSIC to share their story and give gifts to all.
- To celebrate the end of "30 Days of Love," a potluck and pizza party was held at the Ingersoll home. All four of our families attended along with several UUSIC members and friends.
- A brunch with food prepared by the Sudanese families was held on April 2nd. Monetary donations were accepted to support the families with their expenses.
- With individual donations and additional funds from the "5th Sunday in April" collection, we have been able to help with rent, utilities, and other expenses of the families.

Our goal is to continue to interact and support these families. By supporting and being friends with these families, we are touching hearts, changing lives and transforming the world. —Deb Schoelerman

Free Lunch Program

On the 2nd Friday of every month, 30 to 35 UUSIC volunteers show up to prepare a meal at Free Lunch. The tasks are varied: donating food, preparing a main dish, cutting fruits and vegetables, mixing juice, setting up, serving food and cleaning up. All of this is accomplished in 3.5 hours. Each month, we serve 120 to 150 guests who voice gratitude for a warm meal and left overs for an evening meal for themselves and/or family. Our dedicated group of volunteers enjoy working along side one another to provide service to our community.

—Carmen Griggs, Diana Miller, Leigh Nida



Partner Church Committee

Since 1993, UUSIC been matched (through the Unitarian Universalist Partner Church Council) with our Partner Church, Parocia Unitariana, in the village of Janosfalva, Transylvania, Romania, a small Unitarian village of 150 people located in the foothills of the Carpathian Mountains. The Partner Church Committee is an informal group that strives to enhance awareness of our shared religious Unitarian heritage, provide needed financial support to Parocia Unitariana, and deepen, widen, and strengthen our partnership with our friends in Janosfalva.

- The Festival of the First Bread, our annual fundraiser normally held the first Saturday in February, was not

held in 2017 because of the transition. It will resume in 2018.

- A special Sunday offering held on February 5th went to our Partner Church. This year we sent \$2,247.50 to support the many on-going needs of the village.
- The Committee is gauging interest in a pilgrimage to Janosfalva in 2017 or 2018.

After many years, Joe Brisben and Mary Kathryn Wallace have retired as chairs of the Committee. The search for their replacements is ongoing. There are many helpers available to support new leaders. This is a wonderful opportunity to do social justice work and connect with our rich Unitarian history!

—Mary Kathryn Wallace & Joe Brisben

Thank You to Our 2016/2017 UUSIC Volunteers

YOU HAVE A MEANINGFUL AND POSITIVE IMPACT ON OUR COMMUNITY!

April is National Volunteer Month! We appreciate our many UUSIC volunteers (listed below) for sharing their time, talent, and resources with our congregation and the greater community. We expressed our pride and gratitude with a special Volunteer Reception on Sunday, April 30th, 2017.

Audrey Adamson	Linda Fisher	Shelly Kerr	James Morey	Vicki Siefers
Carol Adamson	Jeffery Ford	Kathleen Kingman	Shelby Myers	Jane Slaymaker
Tim Adamson	Amy Fretz	Margaret Kinsman	Leigh Nida	Jean Snodgress- Wiedenheft
Bobbe Akre	Kim Friese	Margaret Koenig	Carol Nordquist	Jerry Snodgress- Wiedenheft
Kurt Anstreicher	Kurt Friese	Juanita Kosier	Gerald Nordquist	Cindy Spading
Dorothy Armstrong	Ashley Gaddis	Susan Krohmer	Carrie Norton	Renee Speh
Alice Atkinson	Dan Gall	John Lanaghan	Peter Nothnagle	Hope Spragg
Ken Atkinson	Meredith Gall	Pat Larson	Nancy Noyer	Virginia Stamler
Larry Audlehelm	Winnie Ganshaw	Kasia Laskowska	Liz Noyes	Jill Stephenson
Kris Barrash	Gail Garwood	Barbara Laughlin	Kelly O'Berry	Jane Sternecky
Barbara Beaumont	Joel Gilbertson-White	Jim Laughlin	Terri O'Berry	Faye Strayer
Philip Beck	Stephanie Gilbertson- White	Gary Lawrenson	Alison Oliver	Hilary Strayer
Sharon Beckman	Brian Glidewell	Russ Lenth	James Olson	Margaret Street
Sharon Booker	Amy Grahs	Carly Lewis	Sue Otto	Dan Tallman
Peg Bouska	Carmen Griggs	Carol Ligouri	Cecile Owings	Danielle Tallman
Mandi Bozarth	Trudy Gullette	Brenda Linley	Kim Palmer	Adam Tatro
Rick Bradshaw	Brenda Hagmeier	Jodi Linley	Lula Palmer	Vanessa Taylor
Joseph Brisben	Kurt Hamann	Marta Little	Maureen Patterson	Al Thomas
Pete Brokaw	Kurt Hamann	Jan Locher	Dorothy Paul	Sharon Thomas
Wendy Brown	Julie Hammer	Stephen Locher	Gerald Pearson	Carol Throckmorton
Amy Butler	Barbara Haring	Mary Losch	Emily Peck	David Tokuhisa
Jeanette Carter	Sally Hartman	Nancy Lynch	Bonnie Penno	Judy Tokuhisa
Michael Cervantes	Mike Haverkamp	Caryl Lyons	Debbie Persons	Jim Trepka
Brett Chaney	Diana Henry	Elaine Mahler	Connie Peterson	Emily Uhl
Kirk Cheyney	Colleen Higgins	Cari Malone	Damian Pieper	Theresa Ullerich
Marsha Cheyney	Sarah Holmes	James Margadant	Ron Pile	Dana Van Der Heide
Lucy Choisser	Michael Honey- Arcement	Dawn Marshall	Paul Pomrehn	Stephanie Van Housen
Judi Clinton	Rochelle Honey- Arcement	Heather Marshall	Jack Primmer-Tamayo	Steve Vincent
Sam Cochran	Jean Hood	Lynette Marshall	Tina Primmer-Tamayo	Peg Voelker
Gloria Corbin	Peggy Houston	David Martin	Rev. Steven Protzman	Jeff Walberg
Ernie Cox	Jan Hubel	Diane Martin	Judith Quinn	Mary Kathryn Wallace
Ron Crawford	Kenn Hubel	Matt Martin	John Raley	Connie Webb
Laurie Croft	Lois Hughes	Hilary Marvin	Joe Rasmussen	Mary Lou Welter
Dan Cummins	Merle Ihne	Robby Marvin	Martha Rasmussen	Gerald Wetlaufer
Laurie Cummins	Adam Ingersoll	Kären Mason	Tony Razavi	Frank Wildensee
Shon Derifield	Brigette Ingersoll	Marianne Mason	Jean Reese	Kristin Wildensee
Jane DeWitt	Katrina Ingersoll	Ronald L. McCall	Erica Reschly	Kaye Winder
Monique DiCarlo	Nik Jakob	Jake McCusker	Linda Rice	Amie Wirtz
Peggy Dietrich	David Jepsen	Jessica McCusker	Anna Rode	Ruth Wirtz
Rob Dietrich	Mary Jepsen	Penny McKean	Chris Rode	Haven Witherspoon
Sherry Dolash	Sarah Jewell	Janet McKee	Shona Roeder	Kirk Witzberger
Andy Douglas	Carolyn Johnson	Mary McMurray	Jaia Rosenfels	Star Wojciak
Lee Eberly	Donna Johnson	Tom McMurray	Charity Rowley	Tanner Woody
Susan Eberly	Haley Kamps	Virginia Melroy	Susan Salterberg	Ron Wright
John Elson	Miriam Kashia	Fred Meyer	Deb Schoelerman	Mark Yuskis
Lori Enloe	Sandy Keller	Gay Mikelson	Hazel Seaba	
Jim Ephgrave	Bailey Kelley	Diana Miller	Jamie Sharp	
Pat Ephgrave	Larry Kent	Paula Miller	Nicole Sheldon	
Sara Feldmann		Tony Miller	Mary Lund Shumaker	
Betsy Fischer		Virginia Miller	Dick Siefers	



Unitarian Universalist Society of Iowa City

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(formerly Congregational Life Coordinator:
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Administrator: Emma Barnum
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Admin. Assistant: Bailey Kelley/Nik Jakob
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Larry Audlehelm
Pete Brokaw

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Sherry Dolash
Heather Marshall
Kirk Witzberger