

2014-2015 Annual Report



Annual Meeting
Sunday, May 3, 2015
11:15 AM Sanctuary

Unitarian Universalist Society of Iowa City

MISSION STATEMENT:

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

VISION STATEMENT:

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

Unitarian Universalist Society of Iowa City

10 S. Gilbert Street
Iowa City, IA 52240
319-337-3443
admin@uusic.org
www.uusic.org

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Annual Congregational Meeting
Sunday, May 3rd, 2015
11:15 am Sanctuary
Agenda

Please pick up your yellow voting card at the table in the back of the sanctuary prior to the meeting.

Opening

Opening Words	Rev. Steven Protzman
Call to Order & Establishment of Quorum	Jim Olson

Action/discussion items

Presentation and Election on Slates for Board, CCLAM, Endowment and Leadership Development Committees	Russ Lenth
Report from Denominational Affairs Committee	Steve Vincent
Report from Social Justice Committee	Gay Mikelson
Report from Social Justice Fund	Pete Brokaw
Facilities Update	Adam Ingersoll
Announcements	

Closing

Closing Words	Rev. Steven Protzman
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Motion for Adjournment

Jim Olson

UUSIC Thanks Its Many 2014/15 Volunteers

UUSIC Volunteers

Carol Adamson
Tim Adamson
Bobbe Akre
Bruce Alexander
Kurt Anstreicher
Alice Atkinson
Ken Atkinson
Julia Audlehelm
Larry Audlehelm
Dayna Ballantyne
Brenda Barbour
Kris Barrash
Barbara Beaumont
Philip Beck
Connie Becker
Sharon Beckman
Sharon Booker
Lucas BonDurant
Susan Boyd
Peg Bouska
Joe Brisben
Pete Brokaw
Wendy Brown
Bob Burdinie
Jen Burdinie
Amy Butler
Lynne Cannon
Mike Carberry
Jeanette Carter
Alesa Case
Dixie Cassidy
Norm Cate
Maryellen Cazanias
Michael Cervantes
Brett Chaney
Kirk Cheyney
Marsha Cheyney
Lucy Chossier
Rachel Clark
Maeve Clarke
Gloria Corbin
Ron Crawford
Laurie Croft
Dan Cummins
Laurie Cummins
Barbara Curtin
Stacy Davids
Jane DeWitt
Monique DiCarlo
Peggy Dietrich
Rob Dietrich
Sherry Dolash
Andy Douglas
Lee Eberly
Susan Eberly

Kay Eginton
Jessica Egli
Jonnifer Ellsworth
John Elson
Lori Enloe
Jim Ephgrave
Pat Ephgrave
Linda Fisher
Mary Fisher
Jeffery Ford
Margaret Fuller
Dan Gall
Meredith Gall
Winnie Ganshaw
Gail Garwood
Joel Gilbertson-White
Stephanie Gilbertson-White
Brian Glidewell
Amy Grahs
Jerry Grahs
Carmen Griggs
Trudy Gullette
Prahlad Gupta
Kurt Hamann
Barbara Haring
Michael Honey-Arcement
Rochelle Honey-Arcement
Sally Hartman
Lisa Haverkamp
Mike Haverkamp
Patricia Hayek
Kathleen Henderson
Diana Henry
Colleen Higgins
Sarah Holmes
Al Hood
Jean Hood
Peggy Houston
Kathryn Howe
Jan Hubel
Kenn Hubel
Lois Hughes
Merle Ihne
Adam Ingersoll
Bridgette Ingersoll
Nik Jakob
John Jennewein
Marilyn Jennewein
David Jepsen
Mary Jepsen
Sarah Jewell
Carolyn Johnson
Chris Johnson
Debbie Johnson
Donna Johnson
Jessica Johnson
Allan Jordison

Haley Kamps
Sue Kann
Miriam Kashia
Bailey Kelley
Larry Kent
Shelly Kerr
Kathleen Kingman
Betsy Klein
Garry Klein
Nita Kosier
Susan Krohmer
Anna Kusiak
Clare Lanaghan
John Lanaghan
Kasia Laskowska
Barbara Laughlin
Jim Laughlin
Gary Lawrenson
Brian Lehan Mackin
Melissa Lehan Mackin
Russ Lenth
Heidi Levine
Marta Little
Brenda Linley
Jan Locher
Stephen Locher
Mary Losch
Caryl Lyons
Christopher Malloy
Cari Malone
Cory Manning
Heather Marshall
David Martin
Diane Martin
Ian Mason
Karen Mason
Marianne Mason
Rosie Math
Carolyn McCloy
Jim McCloy
Janet McKee
Mary McMurray
Tom McMurray
Virginia Melroy
Kathryn Messer
Pamela Michaud
Gay Mikelson
Diana Miller
Paula Miller
Tony Miller
Kathy Moon
Larry Mossman
Elyse Myers
Paul George Myers-Verhage
Shelby Myers-Verhage
Mark NeuCollins
Peter Nothnagle

Carol Nordquist
Jerry Nordquist
Carrie Norton
Nancy Noyer
Liz Noyes
Kelly O'Berry
Terri O'Berry
Terry O'Brien
Alison Oliver
James Olson
Katherine Otto
Sue Otto
Cecile Owings
Kim Palmer
Lula Palmer
Maureen Patterson
Wayne Patton
Dorothy Paul
Pete Paul-Petersen
Dorothy Paul-Petersen
Gerry Pearson
Emily Peck
Damian Pieper
Bonnie Penno
Mark Penno
Kate Perkins-Armond
Connie Peterson
Ron Pile
Paul Pomrehn
Steven Protzman
Judith Quinn
John Raley
Bruce Randall
Christina Randall
Tony Razavi
Jean Reese
Jacqueline Reger
Linda Rice
Bob Richardson
Shona Roeder
Jaia Rosenfels
Mary Roth
Rhonda Rowden
Charity Rowley
Wilmar Salgado-Pabon
Susan Salterberg
Kay Schneider
Deb Schoelerman
Jamie Sharp
Dick Siefers
Vicki Siefers
Sabri Sky
Jane Slaymaker
Cindy Spading
Renee Speh
Hope Spragg
Virginia Stampler
Jill Stephenson
Jan Sternecky

Lisa Stover
Stefan Strack
Faye Strayer
Gordon Strayer
Sheila Streeby
Jodie Tate
Adam Tatro
Christopher Taylor
Al Thomas
Betty Thomas
Sharon Thomas
Joy Thompson
Carol Throckmorton
David Tokuhisa
Judy Tokuhisa
Jim Trepka
Theresa Ullerich
Aiko Van Cura
Stephanie Van Housen
Steve Vincent
Tova Vitiello
Peg Voelker
Doug Wallace
Mary Kathryn Wallace
Julia Wasson
Connie Webb
Susan Wells
Mary Lou Welter
Lauralee Wilkins
Tim Wilson
Kaye Winder
Jessie Witherell
Haven Witherspoon
Kirk Witzberger
Addison Woll
Ron Wright
Kari Yorek
Matt Yorek
Mark Yuskis

Youth Volunteers

Audrey Adamson
Amara Ballantyne
Aubrey Ballantyne
Ian Ballantyne
Ike Barrash
Lily Bohlen
Aidan Burdinie
Nolan Case
Jacelyn Cheyney
Reed Cheyney
Brody Clarke
Liam Clarke
Audrey Friestad
Keith Friestad
Laura Friestad
Nathan Gall
Henry Gilbertson-White
Calvin Greene

Isabel Greene
Atreyu Gullette
Jonah Heath
Emma Jo Holmes-Wanluss
Franklin Hornbuckle
Alex Howe
Audrey Howe
Lila Howe
Charlie Ingersoll
Evelyn Ingersoll
Grace Ingersoll
Henry Ingersoll
Teddy Ingersoll
Cassie Kaminsky
Leah Kaminsky
Megan Kann
Clare Lanaghan
Max Lehan Mackin
Noah Lehan Mackin
Emerson Linley
Norah Linley
Kiara Malloy-Salgado
Marina Malloy-Salgado
Zaira Malloy-Salgado
Alex Miller
Cameron Miller
Otis Miller
Madilyn Mossman
Samuel Myers-Verhage
Peter Palmer
Wyatt Palmer
Abigail Patterson
Cora Patterson
Emma Peterschmidt
Teagan Roeder
Tristan Roeder
Amellia Saltzman
Joscilynn Saltzman
Maddilyne Saltzman
Nadia Spragg
Peter Spragg
Heiko Strack
Jasper Strack
Carlos Tellez
Noelia Tellez
Lena TePoel
Anneke Thorne
Rebekah Tokuhisa
Ethan Trepka
Kai Trepka
Ada Turner
Mira Wilmot-DiCarlo
Mabel Wittenkeller
Nora Wittenkeller
Adam Wolfe
Isaac Wolfe

LEADERSHIP: President's Report

The work for a new facility dominated the Society's business this year. In November of 2013 the congregation voted to find new facilities. The Facilities Steering Committee held "Super-Committee" meetings and worked long hours to find the best solution for a new facility. After much research, the hard decision to leave the downtown location was made. On February 8th, 2015, the congregation voted to sell the property at 10 S. Gilbert St. where it had resided for 107 years and buy land at the Larson Farm on Scott Boulevard. Thresholds of 85% was set for the vote and >90% voted yes. The board retained the architectural firm of Newmann Monson to design the new facility. On January 17th, a design workshop was held at St. Patrick's Catholic Church, a facility Newmann Monson had designed. 140 members of UUSIC attended the workshop to give input on what our vision for a new home. Simultaneously, a subcommittee negotiated with potential buyers, hoping to line up the sale of the old building with the purchase of the land. There was much controversy in the community regarding the sale of our property because some viewed it as a historic structure. The congregation struggled with the desire to preserve the old building and yet be able to demolish it if necessary to get a good offer on the property. At the same time there was much debate in the community about development in the downtown area of Iowa City. UUSIC often saw stories in the local newspaper about its plan to relocate. At the time of writing this report, the Larson property has been decided against and the Land Committee is searching for another piece of property.

The regular business of the board went on during the facilities debate. The progress made on creating policies

continued and several new policies were adopted, including a Safe Congregations policy for children and youth, a policy banning weapons in the building, a green recycling policy, and a number of workplace policies. The Board worked to move to a system of policy governance and delegated some aspects of church life to committees and staff. Record numbers of new members were welcomed into the congregation thanks to the work of the Congregational Life Coordinator, Carol Throckmorton. A successful stewardship campaign in the fall of 2014 enabled the Society to carry on business and fund all staff positions.

The board hired a new Director of Lifespan Religious Education, Jessica Zimmer-Saltzman, and a new music director, Gloria Corbin, after doing searches for both positions. Ms. Zimmer-Saltzman had a successful first year overseeing the children, youth, and adult education programs. Ms. Corbin brings a rich background of sacred music education to the music program of UUSIC. Our minister, Rev. Steven Protzman, finished his 3rd year leading this group of adventurous UUs seeking a new facility. Emma Barnum, administrator, successfully kept all the different aspects of the office running smoothly and also had her first child, a boy, and was able to bring him to work after the board passed a "Baby at Work" policy. Volunteers pitched in while Emma was on maternity leave and happily spoiled little Dean when he came to work with mom.

The Unitarian-Universalist Society of Iowa City entered 2015 looking forward to building a modern, green, and fully accessible church in the near future.

—Vicki Siefers

Leadership Development Committee

The Leadership Development Committee (LDC) is a committee of five members elected by the congregation. We meet once or twice per month during the program year, and more often as needed (depending on the nominations we have made, our success rate, and other activities or events we coordinate). We typically meet on Sunday evenings in someone's home. Due to confidentiality issues, it's easier to meet outside of the church. This year's members are Sue Eberly, Jim Laughlin, Russ Lenth, Paul Pomrehn, and Lisa Stover.

Our primary job is to provide nominees for elected positions in the congregation: Vice President (succeeding to President), Secretary, Treasurer, Board Trustees, Endowment Committee, Committee on Congregational Life and Ministry, and Leadership Development Committee. The Board has also delegated the LDC to recommend individuals for them to appoint to the Staff Relations Committee. Finally, we advise the board as requested in suggesting appointees to fill any vacancies that arise; per the Bylaws, these appointees serve until the next election.

This year, the LDC found nominees for five Board positions, one Endowment position, two CCLAM positions, and two LDC positions. We also recommended individuals for two Staff Relations positions and two interim appointees to the Board.

The LDC's role in the UUSIC mission is generally to cultivate leaders within our congregation and to help develop leadership skills at all levels. Because of the large demand on members this year related to facilities, we declined to offer training sessions or courses this time around. However, we did make recommendations for participants from our congregation in the Midwest Leadership School.

—Russ Lenth

Program Council/ Vice-President's Report

The Program Council met on September 13th, 2014. Twenty-one committee chairs or contact persons and four staff members attended. The attendees were briefed on new policies as they apply to committees, office procedures, and the new UUSIC website. The meeting concluded with calendaring major and recurring events on the 2014-15 UUSIC calendar.

—Jim Olson

STAFF: Minister's Report, Rev. Steven Protzman

Imagine! Imagine! the long and wondrous journeys still to be ours. —from "What Do We Know" by Mary Oliver

These words from Mary Oliver's poem inspired our theme for the 2014-2015 liturgical year "The Long and Wondrous Journey Still To Be Ours." When I introduced this theme to you last August, I wrote these words in the newsletter: "As I read Mary Oliver's words, I also found myself imagining the long and wondrous journey still to be ours as a spiritual community. It is often said of Unitarian Universalism that we are all about the journey rather than the destination. UUSIC has been on a long and wondrous journey for almost 175 years, a journey that continues as we ask how we will continue to achieve our mission to touch hearts, change lives, and transform the world. This report will highlight some of the many ways in which our journey continued and we served the mission and vision of this congregation.

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, as we practiced our Principles, including our Fourth Principle, a free and responsible search for truth and meaning, I invited us again and again to be open to change, 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 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 nurture and pay careful attention to 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. My priorities this fourth year together were to continue helping each of you discover and share your gifts, walking with you through life's joys and struggles, growing in my skills as a staff supervisor and administrator, being present as we made decisions about our facilities and our future and reminding us of our covenant and our highest values, practicing good self-care, 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.

Worship

As your minister, one of my primary tasks is to create 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 choosing the overall theme for the year, I choose a theme for each month that aligned with significant occasions, the seasons, or spiritual topics. I continued my practice of a three-part sermon series on an ethical issue, choosing the UUA Congregational Study Action Issue of Escalating Inequality to explore in March. I once again designated February UU History Month and there were three sermons on various aspects of Unitarian Universalist history along with a six-week Welcome Home Wednesday class on UU history (using the UUA film series "Long Strange Trip") that I co-taught with Carol Throckmorton. In consultation with our Director of Lifespan Religious Education, Jessica, we added three more multi-generational services this year: a Blessing of the Animals as part of the Labor Day picnic, an Apple Communion in October, and a celebration of the completion of our annual Thirty Days of Love in mid-February, to our other multi-generational services: Water Communion, Thanksgiving, the Holiday service, Easter, and Flower Communion.

Other special services this year included the Day of the Dead, Winter Solstice (which was a partnership with CUUPS and the Women's Spirit Group), the Wassail Service (a 32-year tradition now!), Thirty Days of Love/Martin Luther King Jr. Sunday, Festival of the First Bread, the Spring Equinox Celebration (led by CUUPS and the Worship Associates), Earth Day, and the annual Youth Service. 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 this summer: "Giving Life the Shape of Justice," in response to a suggestion from the Social Justice Coordinating Committee that the summer theme be about social justice. 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. I offer my deepest thanks to Emma, Jessica, Jonathan, Gloria and Carol for their commitment to UUSIC. The staff works with me and the congregation's leadership to see that our

Minister's Report, Cont'd

mission, vision, and strategic plan are carried out and to lead and nurture the congregation's many volunteers. The staff and I hold weekly staff meetings to coordinate the week's events, discuss any concerns or issues of importance, keep each another informed, and to hold each other accountable for achieving our year's goals and serving the congregation and its mission. As supervisor of the staff and manager of day-to-day operations, I also met with each staff member individually at least once a month and as needed to check in, discuss any concerns or problems, praise achievements, and share information. Our conversations included a review of their goals for the year, talking about how they've been doing with their goals, and adjusting goals as necessary.

In any organization, the staff changes in response to new responsibilities, job needs and expectations, and individual needs to grow and more fully use skills. With three staff departures last spring, this was another year of hiring, welcoming, and integrating new staff. Last summer Jonathan Tauscheck joined us as our summer accompanist and then stayed on as staff accompanist, enhancing our worship with his many gifts as a composer, recitalist, and accompanist. After a thorough and thoughtful search process that helped us clarify our needs and goals for the RE program, we hired a new Director of Lifespan Religious Education, Jessica Zimmer-Saltzman, who brings a new and energetic approach to our RE programs. In November, we hired Gloria Corbin to serve as our Music Director. Gloria brings many years of choral experience, excellent leadership skills, a deep love of music, and a warm, gracious personality to UUSIC. Welcoming new staff was significantly easier because employment policies, a personnel handbook, and an orientation checklist were all in place to guide us in hiring and orienting new employees.

Our Ministry

Ministry, which is the main reason this spiritual community exists, is about serving the needs of others. 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. In my preaching and teaching I challenged us to not only serve one another but to look out beyond our walls and ask: "Who is my/our neighbor?" and "How am I/are we called to serve them?" as we continued to discern what our mission calls us to do in Iowa City and in the world. It is my long-range hope for this congregation that every one of you not only knows our mission statement by heart, but can also name the way you are called to serve, that place where your deep passion meets the world's deep needs.

The congregation needs to start thinking more systemically about social justice work and the need to partner with others in order to effect change at a greater level. One opportunity is a statewide advocacy network, the IUUWAN (Iowa Unitarian Universalist Witness and Advocacy Network) which was formed this last year. A member of this congregation serves on its Board of Trustees and there's energy around the state, but our congregation hasn't shown a strong interest in this network yet. With marriage equality happening in some of the states around us, the Love Bus from Missouri has stopped coming. This joyful event, which happened two or three times a year, required a lot of volunteers and support to be successful and it brought the congregation together. With this no longer happening, I strongly encourage the congregation to find a social justice cause or ongoing project that invites a lot of participation and creates enthusiasm and commitment.

Under the thoughtful leadership of Carol Throckmorton, our Congregational Life Coordinator, the practice of radical hospitality, one of our most important tasks, continued to bloom as new members and guests are welcomed and encouraged to participate in the life and work of UUSIC. I frequently hear from first-time visitors that our congregation is very welcoming and friendly.

One of the biggest areas of growth and the practice of hospitality has been our Special Needs Committee. This committee was formed about two years ago to address the needs of children with special needs in our RE program, but it has grown to help educate the congregation about different learning styles and differing abilities, welcoming those who are differently abled, and making changes in our facilities and our ways of doing things in order to be more welcoming.

All of our ministries, committees, and activities (there are approximately fifty!) are supported and nurtured by the Committee on Congregational Life and Ministry (CCLAM). This committee continues to ask the important questions of how we work and be together as a spiritual community and what shared ministry means as they monitor the life and work of the congregation. The CCLAM visited with our many committees and ministries to offer support and encourage the work of creating committee mission statements and policies. In collaboration with the CCLAM, I continue to make it a point to visit with as many committees and activities as possible and seek to be more of a presence when I see a committee struggling or in need of resources and support. I provided the first formal review of the CCLAM and was glad to praise them for a lot of hard work in their first three years, including a major shift to being more relational with the congregation's committees and ministries.

Minister's Report, Cont'd

The CCLAM also did the third and final annual Ministerial Fellowship Evaluation of my ministry, seeking input from the congregation and our leadership, which resulted in some very helpful feedback and guidance for my growing edges. With the news from the Ministerial Fellowship Committee (MFC) in late February that I was granted Final Fellowship, this yearly process of reporting to the MFC is no longer required. The Board and I are now working on a new instrument for my yearly evaluation. The professional ministry is a life-long process of formation, so the Board and I will continue to work together to ensure that I get the feedback and guidance I need to continue growing and deepening as a minister. This also means that the CCLAM is no longer serving in a supervisory capacity for me (that duty is the responsibility of the Board) and that our relationship will be more collaborative as we work together to nurture and support the life and work of the congregation.

Governance

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 was willing once again to have more than one meeting for several months when action was needed on items ranging from facilities to the budget and staff concerns. Through some long meetings and packed agendas, the Board 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. The President and Vice President of the Board and I also meet monthly to discuss my ministry and growth.

One of the biggest achievements of the year was the work of the Facilities Steering Committee as it continued to help the congregation discern our facilities needs for the future. The work of this committee led to a strong vote in February (73% of the voting membership participated and 92% voted in favor of selling our current property, buying land, and building a new facility). All throughout the process, which the leadership worked to make transparent, inclusive and timely, there were many opportunities for the congregation to participate in meetings, to provide input about your priorities and

needs, and to get updates about how the process is going. What is most worthy of note as this process was the shared commitment to stay together as a community, allowing room for disagreement and debate, but respecting the majority decision and honoring the many complex feelings that are coming up during this process.

The Facilities Steering Committee completed its charge after the February vote and a new committee to take us through the next steps was formed.

Thank you to the Board, the Executive Committee, the Facilities Steering Committee (FSC), the FSC subcommittees, the Communications Committee, and the Staff Relations 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 and friend deaths: John Hayek, Margaret Hixon, Madeline Brown, Barbara Curtin, Joy Bayshore, and Merrill Sparks
- Member weddings: Jerry Wetlaufer and Margaret Kinsman
- There were no child dedications this last year.

A Special Note of Thanks

I wish to thank the Rev. Charity Rowley, who is willing and able to be on call for emergency pastoral care needs during my absences. Charity, in careful and thoughtful consultation with me, also graciously provides pastoral care and presence to members of our congregation who live at Oaknoll and I am grateful for her support and commitment to this congregation.

With Gratitude

Time has gone very fast and I find it hard to believe that on July 31st I will finish my fourth year as your settled minister. I continue to feel so very blessed and fortunate to serve this faith community! 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, social hour hosts, religious education teachers, pastoral care providers, volunteers, covenant group facilitators, choir members, newsletter assemblers, worship associates, committee members, kitchen workers, building maintenance providers, social justice leaders, and all the dozens of other ways you serve as you bless this community and the wider world with your time, passion, and energy. 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
2015 Annual Report

Director of Lifespan Religious Education, Jessica Zimmer-Saltzman

A Year in Review

This past year in Lifespan Religious Education (LRE) has been one of renewal and transformation. Much of it has been spent looking at the vision for LRE, evaluating how well we've been meeting those aims, and looking for ways to expand upon them. As a result, we've continued many of the great programs offered in years past. However, we have also had the opportunity to make changes to help revitalize areas that had grown stagnant and to add additional programming to better support and serve those in LRE.

Children and Youth Religious Education

Under the guidance and leadership of 23 fantastic volunteer teachers, we offered Children and Youth Religious Education (CYRE) classes for pre-k through senior high. The classes have focused on a range of topics, including social justice, community building and fellowship, rituals, and UU identity, and in an effort to incorporate all learning styles, participants have been able to explore these themes through discussion, song, dramatic and active play, and art.

The Junior High has been focused on their own ritual and rite of passage from child to youth with their Coming of Age (COA) journey. They have spent the LRE year examining their own beliefs and developing their personal credos. This journey will culminate with a COA ceremony where the youth will present their credos to their families and loved ones. In a change from previous years, the COA participants have been hard at work to create visual credo presentations.

Service and stewardship has also been an important part of this LRE year. As a connection between what the children and youth learn in class and the application of our values outside of UUSIC, each class has had the chance to design a class service project, and many of the classes will wrap up their year focusing on making a difference in our community. Also, due to the generous support of the congregation and the hard work and fundraising of the senior high, this summer a multigenerational trip is headed to Guatemala and will work with the Chico Mendes Reforestation Project where they will address climate change while expanding their cultural awareness.

One change to the CYRE program this year was our first service class changing from a pre-k class, which had low attendance, to a multi-age class. This has proved to be a great introductory class for first time visitors and opened up first service CYRE to families that have to miss second service due to other commitments. In addition

to changing the age range of the class, we piloted a thematic model. Instead of having a set curriculum for each session, the teachers were given a schedule of themes. In this case, the theme was the Seven Principles, and it has been very successful. The teachers have been able craft lessons that are not only timely, but that also represents the strengths, talents and passions of the teachers and participants. We will continue to explore this model over the summer with the possibility of incorporating it into our second service classes.

The end of this LRE year also brings about the completion of the Tapestry of Faith curricula series. Published by the UUA, Tapestry of Faith is a free, online resource designed to nurture UU identity, spiritual growth and the creation of just and loving communities. We have been using it since 2011, and overall, it has been very successful. The teachers have appreciated its ease in use and the variety of activities each session offers, and we will continue to incorporate activities and lessons as we move forward.

Adult Religious Education

Adult Religious Education (ARE) this year has been centered on our Welcome Home Wednesdays (WHW) offerings. We were again able to offer a variety of classes that focused on spiritual practice, movement, UU faith development, social justice, personal development, and creative expression. We also took the opportunity to send out a congregation-wide survey to help us evaluate the effectiveness of the WHW program and ARE on the whole, and overall, the results were very positive. We will be using the feedback to make a few trial modifications for the Fall 2015 session. (For more details about our WHW program, see the WHW Committee report.)

In addition to WHW, this year we added the Common Read to our ARE offerings. Every year the UUA selects a book to give our diverse congregations a shared experience, shared language, and a basis for deep, meaningful conversations. This year's book is *Reclaiming Prophetic Witness: Liberal Religion in the Public Square* by Paul Rasor.

LRE Committees

Children and Youth Committee

The Children and Youth Committee (CYC) has spent the year concentrating on finding ways for CYRE families to build community and fellowship outside of the classroom and supporting CYRE teachers and program. In addition to assisting with teacher orientation and being classroom liaisons, they have also hosted several

Lifespan Director of Religious Education, Cont'd

lunches and family “fUUn” activities throughout the LRE year, assisted with budget requests, and helped select the theme and curricula for the 2015-16 CYRE program.

Special Needs Committee

The Special Needs Committee has continued to help CYRE create a welcoming community to participants of all abilities and strengths. Along with our traditional CYRE registration material, we now include a “Radical Intake” form that was created by the Special Needs Committee. It asks questions like: ‘What are your child strengths and what makes them laugh?’ This has allowed the CYRE teachers to really tailor their classes to fit the participants’ strengths and find ways to make sure our classes are welcoming to all. Also, at the mid-year teachers’ workshop, they presented teacher training with tips and resources for creative inclusion and crafting radical hospitality in the classroom.

Campus Adults and Young Adult Community

The Campus Adults and Young Adult Community (CAYAC) is the new name for our young adult and campus ministry group. CAYAC has been meeting on the 2nd and 4th Sundays of the month following second service for informal discussion and sharing. Much of this year has been spent building a sense of community and fellowship.

For more details about the LRE Committee’s activities, see the CYC, WHW, CAYAC, and Special Need Committee reports.

Where Are We Headed

Next LRE year, the CYRE program will be focusing on world religions and our UU sources. We will be trying out some new curricula and revising some old favorites to ensure that they are culturally appropriate. The Senior High will be piloting a Small Group Ministry model for their class. In addition to their Sunday CYRE class, the junior high will have the option to participate in the Our Whole Lives (OWL) program.

In addition to Junior High OWL, we also hope to offer Adult OWL in the fall and 4th - 6th grade OWL in the spring.

WHW will be back in the Fall and Winter with new class offerings, and we will also be exploring increasing our ARE programming by adding more short-term classes and workshops.

Goals:

- Continue to assess the quality of our programming by fostering an atmosphere of encouraging and receiving feedback.
- Continue exploring alternate models of religious education so we can best utilize our resources and meet the needs of participants.
- Expand our understanding of family ministry and increase opportunities for family classes, parent/guardian and children workshops, and better integration of families.
- Continue opportunities to help members and friends connect with religious education classes and bring faith development to the home.
- Provide Lifespan Our Whole Lives (OWL) by 2017.
- Increase opportunities for multi-generational justice/work projects (social, environmental, and community).
- Continue to provide welcoming classrooms for all ages through teacher training and workshops
- Increase opportunities for leadership and involvement in UUSIC for children and youth.
- Continue to explore new possibilities and a vision for young adults, campus ministry, and adult religious education.
- Promote OWL and ARE programming to the surrounding community and work with UUs in nearby communities to offer joint programming.

Long Range Goals:

- Continue working with the Facilities Committee to address space and programming needs, by seeking facilities which can provide better-designed and developmentally appropriate classes, adequate space, and outdoor space.
- Develop additional programming for youth and hire a youth/ young adult coordinator with a focus on connecting with interfaith and community groups to promote social justice.
- Provide Religious Education for children, youth and adults on Sunday mornings.

Yours in faith,

—Jessica Zimmer-Saltzman

Office Administrator, Emma Barnum

It has been a busy year for the UUSIC office! Here are some of the big things that have happened since last year's Annual Report:

Communications

The new UUSIC website was designed and implemented in the fall of 2014. I assisted the Communications Committee during the design phase and currently serve as the main webmaster, with several CommComm members providing backup support and content. If you or your UUSIC group has updates for the webpage, please let me know, or email webmaster@uusic.org.

I assisted as usual in the fall Program Council, when the committee leaders of UUSIC get together to go over policies, administrative guidelines and procedures and begin calendaring their main events for the year.

I continued to coordinate with Buildings & Grounds and our custodian Amos to keep the building in working order (an increasingly difficult task). See the B&G report for some of the upgrades and maintenance that was done to the building this year.

This year we revamped the look of the monthly newsletter, *the UU News*. Hopefully the design changes will keep our growing events section and committee news pages from being too dense and text-heavy. I also helped Carol and Rev. Steven in producing new brochures for UUSIC visitors and prospective members. Late this spring we also began printing our Sunday orders of service on white paper instead of ivory, honoring a request from the Special Needs Committee to make the programming easier to read.

Maternity Leave

I had my first child, Dean, in September of 2014. I created a Maternity Leave Manual detailing the main administrative duties, which the amazing office volunteers used to keep the office open while I was on leave for eight weeks. A huge thank you to all of the volunteers for all their hard work!

Office Equipment

We upgraded the RE and Administrative computers, and purchased a printer for the RE office. We also upgraded our wireless internet capabilities by updating our equipment, which has extended the range of our wi-fi to Channing Hall and the RE classrooms, a much-needed upgrade.

Policy

I helped the Board of Trustees draft a Baby at Work policy, which allows Dean to be in the office with me for up to a year, and will be a huge benefit for any future staff who have infants.

Working with the board and Rev. Steven, I assisted in updating the staff benefits program and helped create a new HR process for incoming employees. We also created

a Personnel Manual, which includes a compilation of staff policies, procedures, and guidelines.

Administrative Support

We welcomed Jessica as our new DLRE and Gloria as our new Music Director. Both have made changes to their programming requiring administrative assistance.

I assisted the Facilities Steering Committee with mailings, emails, and other communications regarding the facilities process. I provided support for the design workshop in January of 2015 and prepped and assisted with the vote in February.

I provided administrative support to the regular annual events, including the stewardship campaign, Festival of First Bread, New-member Covenant Ceremonies, Treats & Talents Auction, holiday services, Welcome Home Wednesdays, etc. I also assisted with the 2015 Photo Directory, the Valentine's Dance, the Feminist Seder and many other great events that took place at UUSIC this year.

Rentals

We've had several outside rentals this year, including the weekly Zumba group (which for the first time was able to meet in the summer, thanks to our new air-conditioning units), a few meetings of the New Horizons Band in November and January, a New Pioneer event featuring Terry Wahls in January, training sessions for volunteer advocates of the Rape Victim Advocacy Program in February, four Dreamwell shows in May, October, February, and March, a meeting for Backyard Abundance, and a weekend workshop for Pathworks of Iowa. We also had several private weddings throughout the year. Outside rentals promote our mission by connecting with the greater community, and provide welcome revenue for our operating budget.

Next Year

Some goals for next year include:

- Continue to add design elements and improvements to the UUSIC website, newsletter, and other publications to make our communications more attractive and accessible.
- Replace our dying phone system with a VoIP system that can eventually travel to our new facilities. Upgrade the minister's computer and move more of our digital files and records to cloud storage. Digitize important paper records and recycle non-important files.
- Expand administrative manuals and assist other board and staff members in creating documents to track procedures, policies, and guidelines.

—Emma Barnum

Congregational Life Coordinator, Carol Throckmorton

As UUSIC Membership Coordinator, I have the privilege of working with over 450 wonderful people! This includes members and friends, many of whom serve on one, two, or several of our fifty-three committees or interest groups. The dedication of our congregants to the mission and vision of UUSIC is truly awe-inspiring and their energy seems to be endless. Our numbers are impressive:

UUSIC Members and Friends as of April 30th, 2015

- Voting Members* 281
- Non-voting Members 73
- Friends 73
- Non-member spouses or partners 23

Total number of adults 450

**Members who make a financial contribution to the general operating budget*

The following is a summary of the groups and projects with which I work most closely.

Membership Committee

The Mission Statement of the Membership Associates: *We create a loving and inclusive community through the practice of radical hospitality.*

The Membership Committee consists of eight members. They are Larry Audlehelm, Pete Brokaw, Gary Lawrenson, Carol Nordquist, Kim Palmer, Peg Voelker, and Kari Yorek. Marianne Mason is a new member this year, and she is a very welcomed addition to our team. The Committee meets bi-monthly on the third Thursday of odd numbered months.

Each Sunday Membership Associates (MAs) serve as greeters and assist with passing the offertory baskets for the services. This year the greeters started attending to the needs of congregants who use the handicap door and the elevator.

Between services MAs staff the Welcome Table in Channing Hall, where they provide information and education regarding Unitarian Universalism to newcomers, friends and members. They also connect individuals with interest groups and committees within the Society. At the Welcome Table, people can sign up to participate in the "Becoming a Member" class series, join a Covenant Group, provide chancel flowers, and request name badges.

The MAs supervise voting procedures for the annual congregational meetings, which are held in January and May, as well as votes on special issues such as the Facilities Vote which occurred on February 8th.

This year the Membership Associates were asked to develop guidelines for Lifetime Membership Recognition. Their recommendations were accepted by the Board of

Trustees on April 9th and can be viewed in the UUSIC Policy and Procedures Manual.

The Opportunities Fair was held on Sunday, September 28, with twenty-one interest groups and committees represented. It is anticipated the fair will be held on an annual basis in the month of September and that the Membership Associates will coordinate these events.

A Membership Associates' Manual is updated annually to reflect their various responsibilities, including their roles as greeters, Welcome Table hosts, "Becoming a Member" course mentors, and congregational meeting assistants.

I want to thank our very dedicated Membership Associates for their exceptional efforts in providing a welcoming environment to our visitors, members and friends. It is a joy working with them, and I am continually amazed and appreciative of their enthusiasm, creativity, and commitment to this vital ministry.

Services for new members

Four "Becoming a Member" classes were offered this year, on September 17th and 24th, 2014, and January 21st and March 24th, 2015. These education sessions are conducted by our Minister, the Congregational Life Coordinator, and guest presenters. Membership Associates function as hosts for these orientation sessions. "Becoming a Member" folders, which contains pertinent educational materials, are provided to everyone who expresses interest in membership.

New-member Covenant Ceremonies were held on October 12th, 2014 and April 5th, 2015, where class attendees desiring to join signed the Membership and Covenant of Right Relations Books. The ceremonies include a special reception during social hour where congregants can meet the new members. A certificate of membership, a 2015 Photo Directory, and a copy of the *UU Pocket Guide* are provided to new members. Their biographical information appeared in the Orders of Service and their bios and photos were published in *UU News* and displayed in Channing Hall.

Twenty-four people signed the membership book this year:

- October 12th, 2014: Dayna Ballantyne, Tyler Ellis, Winnie Ganshaw, Sarah Holmes, Michael Honey-Arcement, Merle Ihne, Emily Jones, Haley Kamps, Kathleen Kingman, Maureen Lonergan, Cory Manning, Terry O'Brien, Katherine Otto, and Andrew Primmer.
- April 5th, 2015: Lucas BonDurant, Nik Jakob, Bailey Kelley, Margaret Koenig, Patricia Larson, Gwendolyn Neumeister, Nicole Sheldon, Anna Swanson, Susan Wells, and Jessie Witherell.

Congregational Life Coordinator, Cont'd

Services for visitors

The 'Connections card system' continues to provide communication to the staff. These cards, which are located in the pews and at the Welcome Table, are made available to everyone attending services. The pew folders contain the Connections cards, the Opportunities document (a listing of all UUSIC interest groups, committees, and options for volunteer service), and name badges.

Visitors who complete the Connections cards receive a personal letter from our Minister and Congregational Life Coordinator with additional information about Unitarian Universalism and UUSIC. Their contact information is provided to the chairpersons of the groups and committees in which they've indicated an interest. 97 visitors completed Connections cards this year, for an average of eight per month.

Last year the Membership Associates began conducting "Discovering Unitarian Universalism" classes after the second service. We continued offering these one-hour sessions throughout 2014-15, and they are facilitated by the Congregational Life Coordinator and the Membership Associates. The purpose of the class is to introduce newcomers to the basic tenets of Unitarian Universalism and to answer their questions. "Discovery" participants are invited to the next "Becoming a Member" class and provided with folder of educational materials.

Two new brochures were developed this year; one is a general information guide for UUSIC, and the other specifically addresses the membership process. These brochures are available in multiple locations in our buildings.

Hospitality Teams

The Hospitality Teams continue to provide valued services on Sunday mornings by ushering and managing the social hour. The original goal was to have twelve teams, and this year we achieved that goal. They are led by the following team leaders: Linda Rice and Gary Lawrenson, Brian Glidewell, Marianne Mason, Paula Miller, Carol and Jerry Nordquist, Nancy Noyer, Kim Palmer, Bonnie Penno and Mary Roth, Cindy Spading, Phil Beck, and Kari and Matt Yorek. Kim Palmer continues to provide training for the new team members. Fifteen people joined teams for the first time this year. A list of 'short notice' volunteers is maintained, and they fill in when there is a need.

Volunteer Recognition

April is National Volunteer Appreciation Month, and on Sunday, April 12th, our 343 members, friends, and youth were honored for providing many invaluable services to the UUSIC and Johnson County communities through sharing their time, talents, and passion. They were

recognized during the morning services and at a special reception held in their honor during the social hour. A list of volunteers is included on pp. 4-5 of this Annual Report.

Skills, Talents and Interests Survey

It has been three years since we implemented the Skills, Talents and Interests Surveys. All new members are asked to complete them as part of their becoming a member process. These forms provide information not only about of their skills, talents and interests, but also Society activities in which they are interested in participating or volunteering. The number of completed surveys has increased from 200 last year to approximately 250 this year.

Goals for next year:

- Continue improving our new-member classes for the purpose of meeting the needs of prospective members.
- Make "Becoming a Member" information available on the website.
- Implement a mentor program for prospective members.
- Invite inactive members to become involved in Society activities.
- Continue to encourage 'radical hospitality' for our visitors, members and friends.
- Encourage and recognize volunteerism in our congregation.
- Coordinate the annual Opportunities Fair.

—Carol Throckmorton

Picture Directory

A 2015 picture directory was printed to help the congregation become better acquainted, as well as helping our new Director of Religious Education and Music Director identify people within the congregation. A company called Life Touch was used to take the pictures and help us put the book together. Efforts were made to include people who were physically unable to come in for their photo session. We appreciated the volunteers from the congregation who welcomed people as they came for their appointments. Deb Schoelerman developed the congregational story section and Diane Martin and Jean Hood were in charge of scheduling people for their appointments and overall organization. Families pictured in the directory received a free copy. Extras were made available to the congregation for \$5 and can be obtained through the office.

—Jean Hood and Diane Martin, co-chairs

Music Director, Gloria Corbin

The Fireside Choir is made up of a small number of dedicated singers. All read music and have, without hesitation, accepted the challenge to enhance worship services by presenting anthems that compliment the theme of the day and involve and encourage congregational singing. Choir practice takes place every Thursday evening from 7 -8:30 pm. Jonathan Tauscheck is the staff accompanist and we are grateful to have his talents.

The current choir members include: Joe Brisben, Colleen Higgins, Jim Laughlin, Cecile Owings, Gerald Pearson, Damian Pieper, Kay Schneider and Kaye Winder. Gloria Corbin directs the choir and assumed that position in November 2014. The choir began the 2014 choral year on January 18th, by singing, "O, I Got a Light" set by R. Nathaniel Dett and "Szekely Aldas (Szekely Blessing)" using the traditional Transylvanian text (coached by Joe Brisben). The choir members assume leadership roles when the congregation sings hymns in rounds by moving into the center aisle and leading each of the round parts (e.g., Sing and Rejoice). The congregational singing has steadily improved with their leadership. The choir will complete the year on May 10th, 2015 and will resume rehearsal in August.

The instrumental talent at 10 Gilbert Street abounds. An inventory of instrumentalists has been created thanks to Linda Fisher. Those individuals will be invited to play with the choir when the anthem calls for instrumental accompaniment. We have already called upon Kris Barrash, Bonnie Penno, Linda Fisher and Jeanette Carter to assist with flute and percussion enhancements. As a result of formulating that list, a flute ensemble has started regular rehearsal each Thursday from 11 am - 12 pm.

The music budget provides support in several different areas: music purchases (e.g., octavos, choral collections, song books), funds to pay musicians from outside the congregation (e.g., vocal soloists, instrumentalists), to

support reception refreshments, to purchase equipment (e.g., small percussion instruments), piano and organ tuning and repair, and support for professional development for the choir director.

Jonathan Tauscheck, staff accompanist, presented a recital in March. A composer, Jonathan, played his compositions, selected other pieces, and a guest soprano soloist sang three of his vocal compositions. It was a delightful afternoon and could be the beginning of a budding idea to organize a UUSIC concert series of local talent.

Next fall the UU Children's Choir will begin rehearsal (watch for exact start date in late August or early September). The choir will be open to children pre-kindergarten through elementary grades. Rehearsals will be in the Fireside Room on the first, second and third Thursday of each month from 5:30-6:30 pm. Jonathan Tauscheck will accompany the choir and it will be directed by Gloria Corbin.

Another new music opportunity for members of UUSIC will be offered the last Thursday of each month from 5:30 - 6:30 pm. The Men-Sing will happen in the sanctuary and the sing-along format will be directed by the men of the Fireside Choir. The ladies of the Fireside Choir will lead the Lady-Sing, which will be staged in Channing Hall at the same time. Coffee and cookies will follow. More details in will be available August.

The Fireside Choir's goal is to provide worship leadership and to fulfill that goal, the choir members will strive to sing well-prepared and excellent music. Being in the choir is a unique covenant of fellowship which reflects the vision of the UUSIC as a loving, inclusive, and growing spiritual community.

—Gloria Corbin

PEOPLE GROUPS: Committee on Congregational Life & Ministry

Mandate and Committee Membership

The Committee on Congregational Life & Ministry (CCLAM) furthers the mission and vision of UUSIC by monitoring the ministries of UUSIC and recommending ways to strengthen the effectiveness of these ministries. CCLAM meets monthly, has six members and two ex-officio members, and has no budget. The 2014-2015 members of CCLAM are Meredith Gall, Brian Glidewell, Marilyn Jennewein, Caryl Lyons, Kären Mason, and Judy Tokuhisa, with Rev. Steven Protzman and DLRE Jessica Zimmer-Saltzman ex officio. At the March meeting it was decided that the DLRE will attend meetings quarterly unless there is a specific need for her to attend additional meetings.

CCLAM Activities

Most of CCLAM's energy for the first half of the year was devoted to conducting the third evaluation of Rev. Steven Protzman, as required by the UUA Ministerial Fellowship Committee. CCLAM was delighted to learn in February that Rev. Steven had received final fellowship. Going forward, the relationship of CCLAM with the minister will be one of collaboration rather than evaluation.

CCLAM "tracks the heartbeat of the congregation" as it monitors the ministries of the congregation. UUSIC currently has 50 ministries categorized as either operational committees or interest groups. Each CCLAM member is the liaison to eight or nine ministries. Over the course of the year CCLAM liaisons contacted these groups by phone or e-mail or attended meetings to learn more about the groups and thank them for their work in fulfilling the vision and mission of UUSIC. Additionally, CCLAM members take turns attending board meetings and write several newsletter articles each year.

Evaluation of the Ministries of UUSIC

CCLAM is pleased to report that our ministries are healthy and reflect a vibrant community. On the whole, the committees are thriving. For example, the

Auction Committee had a very successful year. The congregation continues to generously support the work of social agencies within the community through the Sunday offerings, which are distributed by the Social Justice Coordinating Committee. Another example of the healthy state of our congregation is the hard work of the Facilities Super-Committee and the process leading up to the facilities vote, which included open meetings and forums, information disseminated through email and in print form, and the design workshop at St. Patrick's Church, which gave members chances to ask questions, voice concerns, and participate in other ways. The Special Needs Committee has helped educate the congregation through worship services, expanded its activities to include social events and support groups, and taken an active role in the facilities design forums. The Communication Committee has done a beautiful job of redesigning the website to provide easily accessible information about UUSIC.

Looking ahead

In May 2014 Reverend Steven evaluated the performance of CCLAM over its first three years, affirming its accomplishments and suggesting areas it might focus on moving forward. In the coming year, CCLAM will evolve as it moves from an evaluative to a collaborative role with the minister. We will continue to explore ways for committees to preserve institutional memory so that transitions in leadership and membership can be smooth and to ensure that a record of the important work of each committee is maintained. As we move forward with the facilities process, it will be important to help members and committees adapt to the change ahead. We believe that enhancing our leadership development and training will strengthen the congregation as it moves into the future.

—Kären Mason and Marilyn Jennewein

UNI-Care

UNI-Care activities center around the needs of members and friends of the UUSIC community. This may be in the form of providing meals during times of illness or bereavement, transportation for medical visits, planning and implementation of memorial services, or loaning medical and rehabilitation equipment.

When notified of an individual's or family's need, the committee coordinator notifies the UNI-Care Team and solicits volunteer assistance. Thirty-two people serve on

the UNI-Care Committee. This year, UNI-Care received inquiries for meals for three families, transportation for four people, and medical equipment for three. Memorial service assistance was provided for one member's family. The compassion of the UNI-Care team is very much appreciated by those who receive their service.

—Carol Throckmorton, Interim UNI-Care Coordinator
& Marianne Mason, Transportation Coordinator

Pastoral Care Associates

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. Our goal is to provide 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. The Pastoral Care team meets monthly with our minister. We review contacts that team members have had with congregational members needing emotional or physical assistance and discuss other issues related to pastoral care at the UUSIC.

Current members of the team include: Winnie Ganshaw, Jean Hood, Paul Pomrehn, Marilyn Jennewein, and Rev. Steven Protzman.

During this past year we:

- Continued the "Honoring Your Wishes" Program, facilitated by Mary Jepsen, Peg Bouska, and Rev. Steven
- Continued to offer the UU Grief Group, which meets monthly and is facilitated by Gail Garwood and Marilyn Jennewein
- Received training about pastoral care basic practices and concepts

- Continued to use our confidential data system for tracking and managing pastoral care information
- Offered pastoral care through a variety of means including making phone calls, sending e-mails, making announcements in the services and our communications media, and conducting visits that provided support to UUSIC members and friends
- Referred people to community services as needed
- Worked with UNI-Care to provide services that included transportation, meals, and hospitality at memorial services

Goals for 2015-2016:

- Continue to nurture a culture of pastoral care in the congregation
- Create and implement a standard training program for the members of the Pastoral Care Team
- Select new members for the Pastoral Care Team
- Assist the minister in finding a new chairperson for UNI-Care
- Continue to promote and offer the Advance Care Planning "Honoring Your Wishes" program and the UU Grief Group

—Rev. Steven Protzman

FINANCE GROUPS: Treasurer's Report

UUSIC's finances in 2014 continued their pattern of stability and growth, with revenues exceeding expenses for the sixth straight year since 2009 (revenues have increased +20% over this period). For perspective, note that expenses exceeded revenues in 4 of 5 years from 2004-2008. 2014 net income was \$7,911, driven by pledge growth of more than \$5,000 over the budget figure of \$337,000. Our membership is generous and growing!

UUSIC's financial health also results from thoughtful planning and sound fiscal management throughout the year by the Society's committees, staff, and Board. 2014 operating expenses totaled \$358,403, below budget by approximately \$4600. However, the savings were due largely to temporary savings related to employee transitions, which offset significant increases in administrative and building-related expenses. Continued pledge growth will be needed to keep up with increased expenses.

Other highlights and challenges:

- In 2015 we will pay 100% of Fair Share denominational dues for the fourth year in a row.

- We are proud to be a UUA Fair Compensation Congregation meeting all eight compensation principles for our staff.
- Growth in membership and LRE participation has increased childcare need.
- Cost of employee health benefits continues to rise.
- In anticipation of a new building on the horizon, the Building and Grounds budget will be reduced to focus only on meeting safety and cleanliness expectations.
- Our balance sheet is strong: With Endowment assets of ≈\$1M, cash accounts including the Faith in Our Future Fund ≈\$750K, and recent indications of the value of our real estate, the society's net worth is ≈\$4M.

Our congregation continues to be supportive of the Society and its goals, and there is ample cause for optimism that this pattern of generosity will continue. We are in excellent position to begin a Capital Campaign and support the financing of a new building.

—Adam Ingersoll

2014 Income & Expense Summary

	2014 Budget	2014 Actual	2015 Budget
Revenues			
Pledges and Donations	\$341,000	\$345,768	\$350,000
Other Revenues	\$21,000	\$20,546	\$19,000
Totals	\$362,000	\$366,314	\$369,000
Expenses			
Salaries and Wages	\$188,800	\$181,026	\$188,504
Employee Benefits	\$53,145	\$48,725	\$56,431
Administrative	\$36,903	\$44,376	\$40,520
Denominational Dues	\$19,834	\$19,987	\$21,398
Utilities & Insurance	\$17,500	\$21,753	\$20,712
Buildings & Grounds	\$14,150	\$16,791	\$6,750
Professional Allowances	\$8,915	\$7,797	\$8,915
Lifespan Religious Education	\$5,400	\$4,992	\$8,360
Adult Programs	\$5,050	\$4,795	\$4,910
Other	\$13,300	\$8,161	\$12,500
Totals	\$362,997	\$358,403	\$369,000
2014 Net Ordinary Income	\$7,911		

Auction Committee

The 2015 Treats and Talents Auction Committee is once again co-chaired by Mary Jepsen and Sharon Booker, with the following committee members lending their energy and talents to the task: Joe Brisben, Jeanette Carter, Sherry Dolash, Nita Kosier, Jan Locher, Diane Martin, Mary McMurray, Marianne Mason, Gay Mikelson, Dorothy Paul, Bonnie Penno, Carol Throckmorton, and Stephen Vincent. We will have special assistance from Dorothy Paul-Petersen in bringing our theme, "Take Me Out to the Ballgame," to life through a clever decorating scheme.

Planning for the 2015 Auction began in January, with recognition that this is the 32nd annual auction. Meetings took place about every two weeks through March, and then weekly until the events were held. In 2015, the Opening Reception and Silent Auction were held on April 25th, the Silent Auction continued on April 26th, along with the fun-filled Cake Walk. The Dinner and Live Auction were on May 2nd.

The theme for this year, "Take Me Out to the Ballgame,"

was suggested from committee member, Joe Brisben, and has generated a lot of spirit among the committee members and UUSIC members and friends; some special activities showcasing member talents and baseball knowledge were planned. This included a special poem written by the Bard of Tower Court, aka Al Thomas.

In 2014, the Auction generated over \$19,000, with \$8,000 going to the general fund, and the remaining less auction expenses going to further our social justice mission. In 2015, our Board increased the amount to our general fund to \$10,000, with the remaining less expenses going to social justice.

We believe very strongly that the Auction meets the mission of the UUSIC in three ways: First as a community-building event in which members become donors, volunteers and purchasers and have a great time; second by providing additional revenue to the general fund, and third, providing financial support to the goals of social justice.

—Sharon Booker

Endowment Committee

The purpose of the Endowment Committee is to oversee the Endowment Fund investments, provide an annual report to the Board and advise the Board on the use of Endowment funds. Committee members are elected for 5-year terms with one member rotating from the committee each year. Current members are Alice Atkinson, Jerry Nordquist, Barbara Haring, Tom Rocklin and Larry Audleheim. We meet on an as-needed basis and communicate via email.

The committee writes thank you letters for contributors to the Memorial Fund that has been established to honor individual lives and updates the names engraved on the memorial plaque. The committee also reviews and evaluates proposals for the Program (Detiger) Fund that underwrites the cost of community-wide programs that raise the visibility of the Society. This year funds were provided to support a social justice/secular government event, *The Pursuit of Social Justice through SECULAR Government*, presented by Sean Faircloth, author, legislator, and global activist. The meeting was a success and \$194.96 was returned to the Detiger Fund. Many thanks to Hillary Strayer who organized the program.

Other restricted funds overseen by the committee include the Music Enhancement Fund, for repairs etc. for the organ and piano, and individually donated restricted funds such as the Whittaker and Carr Funds (held at the UUA) and the Bristol et al. fund held by the UUSIC.

The Endowment Committee is charged with identifying ways to increase the Endowment Fund through education

and preservation of capital for future needs. Our financial advisor, Richard Stevenson, provides guidance for investments. Most of our budget of \$550 was used to host a successful endowment party and we have received a record amount of donations of \$110,000.

Beginning this year the committee launched an investigation into the history of the Society's endowment which, it is hoped, will help guide the direction of these funds in the future. As committee membership and leadership change over time, it is important to document events.

We made a significant policy decision to shift 10% of our Endowment Fund investments to a socially responsible investment fund, the Vanguard FTSE Social Index Fund Investor Shares. We voted to shift 10% of the fund per year for 3 years, (a total of 30% of the Fund) and evaluate the results over time.

Our primary goal is to create a sufficiently large endowment fund that will support the Society in reaching the mission and vision goals of the organization. This goal is based on a long range planning objective developed in the Society in 1994 by congregational input and a study group to "Realize a total endowment, in its separate funds, of \$1,500,000 by the end of the 1999 fiscal year." This goal was not met in 1999 but is a continuing goal to provide a sufficient financial cushion to protect the Society in times of need and to allow growth when opportunities arise.

—Alice Atkinson

Social Justice Action Fund

The Social Justice Action Fund (SJAF) Committee is charged with reviewing and approving requests to fund projects that support the mission and vision of UUSIC, focusing on social justice work both within the walls of UUSIC and beyond. The SJAF Committee works independently from the Social Justice Coordinating Committee, although our goals certainly share some common ground.

The SJAF Committee consists of these people:

- Board Financial Trustee, chairperson (Pete Brokaw), 3-year term
- Social Justice Coordinating Committee representative (Joe Brisben), 3-year term
- Director of Lifespan Religious Education (Jessica Zimmer-Saltzman), permanent membership
- Minister (Steven Protzman), permanent membership
- Congregational Representative (Marta Little), 3-year term
- Congregational Youth Representative (currently unfilled), 1-year term

The Fund currently has these sources of funding:

- The Endowment Fund (a portion of earned dividends from the previous year). The UUSIC Treats & Talent Auction (proceeds above a specified amount as determined by the Board)
- Special contributions from UUSIC congregants

- Any unallocated funds from the previous year carried over to the next

The SJAF is very appreciative of funding from the Endowment Fund dividends and proceeds from the Auction—both of which have been very successful. We work to be good stewards of the funds that we do have and target them for projects that advance social justice.

Some recent projects that we have funded include:

- The purchase of ten cots at Shelter House
- Box fans distribute by the Crisis Center
- Supplementing travel costs for the youth trip to Guatemala
- Startup costs for the Community Childcare Assistance Fund
- Center for Worker Justice in Iowa City.

The Community Childcare Assistance Fund is used to offer temporary childcare for parents starting new jobs but who don't qualify for government assistance until they're employed.

The Center for Worker Justice in Iowa City successfully recovered stolen wages for women working at local businesses.

The SJAF Committee welcomes requests from anyone in the congregation to fund projects that promote social justice!
—Pete Brokaw

Stewardship Committee

The Stewardship Committee started meeting in April of 2014 to plan the pledge campaign of Fall 2014 for the 2015 calendar year operating budget. The pledge campaign for 2015 raised \$347,000.00 by the first of February (205 pledges). This is the 4th year in a row that we have increased the amount of income pledged for a given year. We conducted our normal campaign where we sent out pledge information during September and October. We used the weekly email, monthly newsletter, Sunday order of service announcements, and, of course, our print pledge brochure. Our theme this year was "The long and wondrous journey still to be ours" (from a Mary Oliver poem). We requested that

pledges be returned by the end of October/beginning of November. Then, during November, December, and January, we had around 30 volunteers contact those who had not returned pledge information. During two weekends in October we had five small group dinners in individual homes with around 70 people attending. Thanks to all who pledged for 2015 and the volunteers who helped with the pledge campaign follow-up.

—Dave Martin for the Stewardship Team (Tom McMurray, Carol Throckmorton, Gary Lawrenson, Jim Laughlin, Dan Gall, Heidi Levine)

BUILDING GROUPS: Building & Grounds Committee

The general purpose of the Buildings and Grounds (B&G) Committee is to maintain and facilitate repairs of our buildings and grounds as well as needed inspections or repair of the boiler, elevator, appliances, etc. The B&G Committee works closely with the Aesthetics and Space Committee.

Deb Schoelerman and Kurt Hamann are the co-chairs of the committee. Our budget for 2014 was \$14,250, which included a separate line for Aesthetics projects of \$600.

The core workers of the committee are John Jennewein, Gary Lawrenson, and Adam Tatro. Many others have helped with clean-up days and other small projects. Those include Pete Brokaw, Kate Perkins-Armond, Jerry Nordquist, Sue and Lee Eberly, Lois Hughes, Merle Ihne, Jeanette Carter, Linda Rice, Dorothy and Pete Paul-Petersen, Larry Kent, Vickie Siefers, Paul Pomrehn, Theresa Ullerich, Tom and Mary McMurray and Jim Laughlin. My apologies to anyone I may have omitted who has helped with the building this year. The committee also wishes to thank Emma Barnum for coordinating many of the calls and emails with the B&G members and for contacting professional workers when needed.

Aesthetics/Indoor projects

There have been no major indoor projects this year other than a new area rug for the preschool room. Three grab bars, one in each restroom, were installed in April.

In June, two portable air conditioners for use in Channing Hall were purchased with donations. They provide enough cooling on Sunday mornings that it makes a difference, and the room is much cooler.

Repairs:

North boiler:

The north boiler pilot went out in January during one of the cold spells, but Kurt was able to come and re-light it.

South boiler:

In March minor repairs were needed on the south boiler and a part was replaced. The boiler pipe in Channing Hall was leaking and a section of that was replaced December. An additional leak in that same pipe was repaired in April.

Dish Sanitizer:

The dish sanitizer has worked well since its repairs last year.

Elevator and Lift:

The elevator has given us few problems this past year. The on-off switch on the lift needed to be replaced, but we were able to do that with volunteer expertise.

Outside:

Whenever it rained, there was water leaking from the roof down the stairwell. We obtained estimates for roof repair, and in July, the roof at the north end of the Worthley Building was redone. There has been no problem with leakage since.

The outside wood trim and the window frames on Worthley Building were painted by Lynch Brothers Painting. Kurt Hamann also provided many hours of his own time painting the lower parts of the buildings.

Mission:

Buildings and Grounds furthers the mission of UUSIC by maintaining and repairing the building to the best of our ability with the funds available from the operating budget in order to provide a safe and comfortable space for our members and friends to gather. However, the building is old and it continues to be a challenge to maintain it.

We appreciate all of the volunteers who help to maintain the building. We couldn't do it without you!

—Deb Schoelerman and Kurt Hamann, co-chairs

Green Sanctuary Committee

The Green Sanctuary Committee meets on the second Monday of each month from 5 to 6 pm. Our members are Jeanette Carter, Kate Perkins-Armond, Deb Schoelerman, Carol Throckmorton, Peg Voelker, Mike Carberry and Miriam Kashia. We have a budget of \$350 for 2015.

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.

Our activities of the past year included:

Great March for Climate Action

In August we hosted a community-wide potluck in Channing Hall to welcome the walkers, including Miriam Kashia, member of UUSIC. It was a very full Channing Hall!

Film Series

The 2nd Sunday film series was held in January, February, March and April of 2015. An average of 25 people attended each film.

Tabling

Once or twice a month, we staff a table during social hour for writing letters to congressional leaders regarding climate issues. Some of the issues that we addressed this year include: opposition to the Keystone XL pipeline, support for banning single-use plastic bags in Iowa City, and opposition to the Bakken Pipeline.

One of our goals for 2014 was to change our light bulbs to LEDs. We were able to do this with Memorial Funds. The lights in Channing Hall and many other rooms are now LEDs.

Earth Day Service

On April 13th, 2015 our committee presented the Earth Day Sunday Service featuring an address by Ed Fallon.

I IPL

We maintain our membership in Iowa Interfaith Power and Light (I IPL), the statewide organization of faith groups in Iowa whose mission is to mobilize the religious community to become leaders in the fight against global warming through education, assistance with carbon footprints reductions, and advocacy for sustainable policies.

UUMFE

We are also members of the Unitarian Universalist Ministry for the Earth (UUMFE) and continue to work towards accreditation from this organization.

Goals for 2015:

- Seek ways to influence church decisions regarding the building, the purchase of products that are safe, and promote environmentally friendly and sustainable practices
- Work to establish UUSIC as a recognized leader in the community for promoting and supporting local and state green initiatives
- Reduce the carbon footprint of our congregation by 10% - 20%. We can achieve this by implementing a program such as Iowa Interfaith Light and Power's "Cool Congregations" program
- Work toward official Green Sanctuary certification with the UUA —Deb Schoelerman

ADMINISTRATIVE GROUPS: Communications Committee

The Communications Committee of UUSIC promotes and facilitates effective communication within the Society and between UUSIC and the wider community, in accordance with the Society's mission and principles. This includes recommending print and electronic communication policies and practices to the Board of Trustees and providing guidance on those policies to committees, groups and staff to help achieve their goals.

There were many committee member changes in 2014. After designing the Society's interim website, Prahlad Gupta resigned in January, followed in February by Chris Taylor, who had acted as liaison to the Board of Trustees during the committee's first few months. Chris continued as the interim website manager, however. Sharon Beckman resigned in June. Original members Nancy Noyer, Ron Pile, Brian Glidewell, and chair Phil Beck remained active, along with Adam Tatro, who started in late 2013. Over the summer, Michael Honey-Arcement and Bob Richardson joined the committee, replacing the technical expertise missing since the departures of Prahlad and Chris. Also, in January, the committee began consulting with Greg Johnson on website matters.

Preparing for the implementation of UUSIC's new website occupied most of our time in 2014. The group developed criteria and began the search for a designer by contacting web design companies in Iowa City, Cedar Rapids, and Des Moines. We received only two proposals that were within our budget of \$5,000, and in March we interviewed the designer we favored, Robert

Edilson of Edilson Web Design in Cedar Rapids. We were impressed with Mr. Edilson's professionalism and his imaginative web designs, and thereafter we unanimously recommended him to the Board of Trustees. They signed a contract with him in April.

The committee worked closely with Mr. Edilson for the next few months while he developed the new website according to our specifications. It went live in October.* Mr. Edilson trained Emma Barnum for her new position as web manager—and Adam, Bob, and Michael as back-ups—during a session in late August. When Emma went on maternity leave, the back-up crew managed the website until her return.

The committee also began writing a comprehensive Communications Policy for UUSIC during the year, although work on it was sporadic due to the demands of planning the website. By year's end, we had completed a "Media Permission Policy," which was approved by the Board. Toward the end of the year, we began drafting policies and procedures for use of the website and the Society's use of publicity. During the upcoming year, we will continue working on this document, which we intend to be accessible to all members, in order to guide communications between Society members and between the Society and the community at large.

—Phil Beck

* *Because the website was in service for only the last two months of the year, no data on number of visitors or most popular pages is available for 2014.*

Office Volunteers

For several months in the fall, the five of us—Jeanette Carter, Sue Eberly, Dave Martin, Diane Martin and Gay Mikelson—were greatly challenged as we filled in for Emma while she was on maternity leave. Some of her tasks are more complicated than others, but when we had difficulties or questions, we consulted each other (or Jessica) and found help. It was an interesting time, but we were very happy to welcome her back. And with her came Dean, such a dear baby who is growing and changing fast and so entertaining!

We continue with our Tuesday/Thursday schedule from about 10 - 1 pm with regular tasks as well as those that can help Emma and other staff. And often we just find other things that need to be done. Having five volunteers last year meant that no one needed to work three days in a month rather than usual two.

—Gay Mikelson

Historical Records Committee

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

The Historical Records Committee furthers the mission and vision of the congregation by celebrating our liberal tradition, nurturing the lifelong journey of mind and spirit, and honoring those who have led this congregation through decades of sometimes difficult times by maintaining, preserving, and publicizing our rich history.

Committee members (aka The Hysterical Women) meet formally as needed (approximately twice a year) to plan or work on projects. We were delighted to have Rev. Steven and Kären Mason, our CCLAM liaison, join us for lunchtime meetings during the past year. Much of our business, including decision-making and group editing, is done via e-mail.

Since May of last year, we have worked on the following projects:

- We published short historical articles for the *UU News* under the heading “From Within These Walls” on the following topics: “Our UUSIC Membership Book,” “Ruth Irish Preston’s Account of Early Universalist Churches in Iowa City,” “Religious Education at UUSIC,” “Wanted: UUSIC Treasures,” “The Free Lunch Tradition at UUSIC,” “Ezekial’s Journey to UUSIC,” “The UUSIC Authors Archive,” “Unitarian Women Help UI During 1918 Flu Epidemic,” “Reverend Weir Returns to Selma,” and “Miriam Taylor and the UUSIC Puppets.”
- We published one longer historical piece, “Bertha Horack Shambaugh: Author, Historian, Photographer,” written by guest author and UUSIC member Susan Boyd.
- We researched and published a full-page article about the work of Gay Mikelson, 2014 recipient of the Evans Worthley Social Justice Award.
- We created and installed the following exhibits in the Horack cabinet at the back of the sanctuary: “Berth Shambaugh” (September), “UUSIC

Authors” (February), and “The Taylor Puppets” (May).

- We began indexing materials from Bertha Shambaugh’s church scrapbooks, which are located at the State Historical Society of Iowa in Iowa City.
- We provided historical information about our congregation and our building to inquiring scholars, UUSIC committees, and the local press.
- All five committee members participated in a four-week Senior College course, *Caring for Archival Collections*, taught by University of Iowa preservation librarians.
- All five committee members participated in a MidAmerica Region webinar, *UU History and Your Congregation*.
- All five committee members toured the historic Wetherby cottage, home of Catherine Wetherby, a member of our congregation and wife of 19th century photographer/painter Isaac Wetherby, and we exchanged information with Mary Beth Slonnager, the historian/curator.
- We selected and purchased archival storage materials for part of our collection.
- We continued to add materials to the UUSIC Archive and to the UUSIC Digital Archive, including a sizable collection of RE materials donated from Lois Cole’s years as DLRE.

Of deep concern to us is the probability that the State Historical Society of Iowa facility in Iowa City will be closed. We do not know what will happen to UUSIC materials that are housed there, especially given the shortage of space at the Des Moines SHSI facility.

We are discussing ideas for ways to celebrate our congregation’s 175th anniversary in 2016. As always, our main focus is to work to preserve and share our Society’s rich past with both current members and future generations and with the larger community.

—Marilyn Jennewein

Staff Relations Committee

The Staff Relations Committee (SRC) provides counsel, support, and monitoring for the Minister in his role as supervisor, including performance reviews and evaluations; provides information on personnel policies and working conditions, as well as advocacy, when needed, to staff employees; and acts as liaison to the Board to develop and revise personnel policies, including the first edition of a staff employee handbook (in process).

The SRC consists of three members appointed by the Board on rotating 3-year terms. Recommendations come from Leadership Development in consultation with the minister and current SRC. The current members are Nancy Noyer (Chair), Tim Wilson, and Mary McMurray (Board Trustee and ex-officio member). Dixie Cassady resigned in January and Tim Wilson resigned in April. Rev. Protzman often attends. Members usually meet once a month at UUSIC.

As articulated so well by former chair, Steve Locher, the SRC affirms the worth and dignity of Minister and staff employees through supervisory and employment

policies and practices. It promotes fairness, justice, and democratic process through its counseling, advocacy, and monitoring practices.

The SRC aspires to touch hearts through support, change lives through wise counsel and advocacy, and transform the workplace through caring and well-articulated policies and procedures.

During this year, policies, procedures, and necessary forms completed and Board-approved include Harassment policies (Sexual Harassment, Harassment and Discrimination, Workplace Threats), Staff Disability, Vehicular Usage and Reimbursement, Baby-at-Work Policy, and Children Occasionally at Work. The committee also collaborated with Rev. Protzman on a new staff orientation process for three new staff members.

The SRC looks forward to our continued work with the Board, staff, and Rev. Protzman in supporting our current excellent staff. We cheerfully await the Board's approval of two new committee members to provide energy and insight into this important work.

—Nancy Noyer

PROGRAM GROUPS: Buddhist Sangha

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

The UU Buddhist Sangha meets weekly in the evening for meditation, reading, and discussion. The members sit in a circle, and use egalitarian democratic principles for discussion and making decisions. Meetings typically open with a 30-minute silent meditation, continue with a 45-minute discussion, and conclude with a 5 to 10-minute silent meditation. One member may act as a facilitator for the meeting, handling meeting notices and announcements, and in some cases preparing some remarks or excerpts for the discussion portion. The focus of practice and discussion is experiential, empirical, and pragmatic. Emphasis is given to the work of Western Buddhist teachers, mindfulness-based practice, a spirit of free and responsible inquiry, and practical application of the teachings in daily life. Guests are occasionally invited to share teachings, practices, and stories. Diversity of view and practice is welcomed as a foundation for collective wisdom. Members find that

participation in the Sangha gatherings provides a strong motivation for ongoing personal practice and study.

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

We continue to use a wide range of resources for discussion including articles from *Tricycle*, *Shambala Sun*, downloads from various internet sites and the writings of contemporary western Buddhist teachers such as Bhante Gunaratana, Pema Chodron, Thich Nhat Hahn, and Jack Kornfield. We often take turns finding materials for discussions and in facilitating the meditation and discussion.

The Sangha continues to welcome new members with an interest in meditation and the application of Western Buddhist dharma teachings to everyday life. Our listserv currently has fifty subscribers. The Sangha is part of the diversity of our UUSIC spiritual community in its hope to touch our hearts, change our lives and transform the world.
—Charity Rowley

Campus and Young Adult Group

The Campus and Young Adult Community (CAYAC) provides an environment for young adults to explore Unitarian Universalism with peers and others at UUSIC.

Committee Members include Rachel Clark, Jessica Zimmer-Saltzman, Sally Hartman, and Pete Brokaw.

Meetings:

CAYAC meets the second and fourth Sundays of each month in the Henrickson Library after second service. The meeting structure is casual and includes a check-in time and a discussion while the group shares a meal. Meals are supplied by one or more individuals from UUSIC.

CAYAC has undergone more changes this past year. Rather than being campus-centric, CAYAC participants are now more likely to have graduated from college

and are either pursuing an advanced degree or starting a career. Undergraduates are certainly welcome to participate but the group is no longer a sanctioned student group at the UI.

A core group remains small with occasional attendance by people who are exploring UUSIC and hear about the CAYAC meetings during coffee hour or in the Discovering Unitarian Universalism classes.

The group continues to look for ways to spread the word about CAYAC. A facebook page is the primary electronic communication tool.

We are looking for a social justice project to lead or to assist.
—Pete Brokaw

Children & Youth Committee

The Children and Youth Committee (CYC) supports the Religious Education program at UUSIC, assists the director of Religious Education in building programs designed to promote the mission of our faith community—to touch hearts, change lives, and transform the world—and organizes multigenerational and social outreach activities, which offer opportunities to practice joy, service and community life.

The members of the committee this year were: Matthew Yorek, Elyse Myers, Diana Henry, Carol Nordquist, Brigitte Ingersoll, and Stephanie Gilbertson-White. CYC meets monthly at UUSIC. Committee members attended meetings, acted as liaisons with the five RE classrooms, and planned CYC-sponsored events. The committee assisted the DLRE with RE teacher recruitment and orientation, selecting RE curricula, reviewing the RE budget, and writing a CYC covenant and mission and vision statements.

The CYC organized a number of activities this year for families and members of the UUSIC community. These included family activities referred to as “Second Saturday

Events,” Parent Gatherings, and intergenerational events. To promote these social and service opportunities, CYC made postcards and fliers and advertised events on various listservs.

Our Second Saturday Events from the last year included a Friday night game night, Caroling and Bingo at the Iowa City Rehab and Health Center, an adventure at the Iowa Children’s Museum, and bowling. Our Parent Gatherings have included the RE parent orientation and pizza parties in Channing Hall. The intergenerational activities have included Halloween FUUN Night at the Sass Family Farm with a meal, games, costume parade, and hayrack ride, and our festive Hanging of the Greens with a meal, holiday crafts, caroling, and decorating the church.

The CYC also worked with the Special Needs Committee to revise the RE program’s mission and vision statements, making them more inclusive and welcoming. We look forward to further collaboration with this committee in the year to come.

—Matt Yorek

Covenant Groups

The covenant group program at UUSIC offers members and friends the experience of nurturing our connections and exploring our spirituality within small, committed groups. Each group meets once a month and is facilitated by two trained facilitators. The facilitators form the Covenant Group Facilitators Council, which meets several times a year to select topics for upcoming months, to plan the annual All-Covenant Group Potluck, and to discuss issues that arise in the groups. In 2014 the Council met in January, April, September and October. The June meeting was cancelled. Phil Beck and Dave Jepsen continued as co-chairs of the Council.

We began 2014 with six groups and midway through the year added a seventh, which meets every second Sunday and is facilitated by Sally Hartman and Brian Glidewell. At its core are several members of the Sunday group that disbanded in 2013. Successful recruiting brought the numbers up to eight, enough for a viable group. A ninth person joined later. We explored the possibility of starting a group at Oaknoll, since there are a number of UUs living there, but could not find enough interest at the time. All groups had two facilitators.

In 2015 we continued our efforts at recruiting new members by several means, including announcements in the Sunday Order of Service and Weekly Email Update, as well as the regular report in the monthly UUSIC newsletter, which covers discussion topics and service projects groups have recently done. Carol Throckmorton discusses covenant groups during “Becoming a Member” sessions, and several new members have joined as a result of her efforts. As in past years, we staffed a table at the Opportunities Fair in September and invited interested people to the All-Covenant Group Potluck held near the end of February. Jan Locher and Dave Jepsen initiated a new recruiting effort by leading a covenant group class for Welcome Home Wednesday. The class met each of six weeks for 1 1/2 hours, constructed a covenant, and then participated in lessons selected from past covenant groups. Several class participants signed up for monthly covenant groups. To cap all these efforts, we plan to update and expand our website page in 2015.

—Phil Beck & David Jepsen

Circle of Friends Immigration Issues Study and Action Group

The Circle of Friends group began after the Welcome Home Wednesday series, "Immigration as a Moral Issue" in 2012. Since then, members of this group have been supporting two immigrant families in the community.

In coordination with SJCC and the holiday giving project, gifts and gift cards were collected and delivered to our two families. Support is offered to one family by interpreting at the elementary school.

Several of us have also been volunteering to teach English language classes at the Church of the Nazarene on Wednesday nights.

Circle of Friends is not funded through the Society operating budget. In order to raise funds used to support the families, we organized a Guatemalan meal that was served after the 2nd service on March 1st. Donations were accepted for the meal. The funds were used to pay the down payment on braces for the daughter of one of the families and pay tax preparation fees for the other family.

On January 4th we hosted a family gathering and potluck supper in Channing Hall to celebrate "King's Day," a

holiday celebrated in Latin American countries. Before eating we played games and visited. The Three Kings, bringing gifts to the baby Jesus, arrived at UUSIC to share their story and give gifts to the children.

Members and friends who participated and supported Circle of Friends this year include Kim and Lula Palmer, Nancy Noyer, Gay Mikelson, Barbara Curtin, Peg Bouska, Sally Hartman, Paul Pomrehn, Chris Malloy, Wilmara Salgado-Pabon, Jan and Steve Locher, Rev. Steven Protzman, Deb Schoelerman, and all those who donated to Project Holiday or came to the luncheons. Your support is appreciated.

One of goals for next year is to have many members and friends of UUSIC sign up for the Community ID card that will be issued beginning in the summer of 2015.

The other is to continue to work locally with the Center for Worker Justice for immigrant rights in Johnson County and to continue to support actions initiated by UUSC and Standing on the Side of Love programming.

We believe our work touches hearts, changes lives, and transforms the world. —Deb Schoelerman

Dances of Universal Peace

The Dances of Universal Peace are a world-wide movement of meditation and body prayer, begun in the late 1960s by Samuel L. Lewis. The Dances combine simple folk dance movements with chanting or singing of sacred words and phrases drawn from the many spiritual traditions of the world. Dance circles are held in almost every U.S. state and in many places throughout the world. They are often used in therapeutic settings and as a tool for citizen diplomacy. The Dances are open to everyone, whether experienced dancers or beginners.

Dance meetings are held at UUSIC once a month from September to April and are taught and led by Virginia Melroy, a certified leader of the Dances. Our Dance meeting at UUSIC provides a unique spiritual experience for our members, friends and visitors. A donation is taken, and a percentage of the money is given to the Society. —Virginia Melroy

Free Lunch Program

The UUSIC Free Lunch Team provides us with an opportunity to foster ethical and social responsibility in a way that affirms the inherent worth and dignity of each person.

We are made aware of that—the worth and dignity of each person—every time our UUSIC team serves their “second Friday” meal. We see young families with loving parents determined to do their best by their children. Guests talk with us about the unpredictability of life, the way events abruptly shift them from one side of the serving table to the other. Diners may be celebrating having landed a job or coping with having been laid off. At each meal, people wait patiently until 1 pm when “going home” containers are brought out and filled with leftovers. Many diners take food home to hungry family or friends who can’t make the trip to Free Lunch themselves.

Our guests often talk about how Free Lunch has been a lifesaver for them – helping them weather a really hard time, to stretch a paycheck far enough to pay the rent, or simply to find a bit of camaraderie during a lonely day. We come away from each meal knowing that our lives have been enriched by the opportunity to interact with the people who join us for lunch.

2014 began for us on January 10th, when we prepared and served our first meal in the new facility at 1105 S. Gilbert Court, Iowa City, with its wonderful new kitchen and sunny, spacious dining room. Nine days later, on January 19th, we held a fundraiser at UUSIC, following our usual routine to serve a typical Free Lunch meal to our congregation. Thanks to their generosity, we were able to raise \$515 for the Iowa City Free Lunch Program.

During 2014, our UUSIC Free Lunch team—some 60 volunteers, ages 8 to 80—contributed time, groceries, and culinary skills to make each second Friday meal a success. Over the course of the year, we prepared and served a total of 1,717 nutritious meals, around 140 meals each month. Among our volunteers were Covenant Group members as well as high school and college students. Ours is a “green” endeavor—very little goes to waste. Plastics, paper, and glass are recycled; bags of vegetable waste and coffee grounds go home with volunteers for composting.

Sherry Dolash and Lee and Sue Eberly continue to coordinate Free Lunch activities, with the able back-up of experienced Free Lunchers Bonnie Penno, Jeanette Carter, and Steve Vincent.

—Sue Eberly

Girls’ Night Out!

Girls’ Night Out meets at 5:15 pm on the fourth Monday evening of the month at local restaurants for fellowship, fun and food. The purpose of the group is to get to know one another better and build the UUSIC community. It is an informal gathering with women coming and going as their schedules permit. Participation this year has ranged from four to fourteen at the dine outs.

—Carol Throckmorton

Interweave

Established in 1997, the Unitarian Universalist Society of Iowa City Interweave Chapter is a membership organization. Its initial focus was to end oppression based on sexual orientation, gender identity and gender expression. More recently, we have also become a social group. Social activities are planned periodically and open to all who wish to attend. Interweave is a chapter within Interweave Continental and it is affiliated with the Unitarian Universalist Association. Our work is guided by Unitarian Universalist Principles. By providing and supporting leadership, and working in collaboration with

other organizations of similar vision, we strive to connect and nurture all lesbian, bisexual, gay, transgender, queer and questioning people, communities, groups, and their heterosexual allies. We are dedicated to facilitating the celebration of the culture and lives of its members, and we support our congregation’s continuing commitment to being a Welcoming Congregation. The chapter’s responsibilities include organizing and supporting programs that affirm lesbian, bisexual, gay, transgender, queer and questioning people within our congregation and society.

Interweave Cont'd

Past Year Achievements:

- We participated in Marriage Equality forums.
- We helped with the marriages of LGBTQ people who came to UUSIC.
- We continued our outreach efforts to both UUSIC and to the local community.
- We maintained an Interweave Bulletin Board in Channing Hall.
- We have representation at OWLS (a lesbian/bisexual organization).
- We were active participants in Pride Month.
- We marched in the Pride Parade carrying our UU Pride Banners.
- We attended political meetings, and stayed informed of political events.
- We hosted events that entertained as well as educated the UUSIC community on LGBTQ issues (films, discussions, dinners and game nights).
- We have a member (Tova Vitiello) who is on the national Interweave Board (Interweave Continental). Tova is also the editor of the national Interweave newsletter (*Interweave Connect*).

Goals For This Year:

- We want to continue to achieve the above listed activities.

- We plan to organize social events for the LGBTQ community and encourage participation of allies.
- We will continue to remain connected to the national Interweave organization, and to maintain our relationship with the UUA.
- In order to help members establish closer connections to one another and the UU community, we will continue to hold numerous social events.
- We want to bring about Marriage Equality throughout the US, and we will continue to work toward that goal.

Budget:

Ways in which we have spent money include the following:

- \$125 Interweave dues to Interweave Continental.
- \$75 Ad in the Quire concert playbill.
- \$50 Interweave/UU table at Pride Fest in June.

Members and Friends:

Joe Brisben, Amy Butler, Barb Curtin, John Elson (co-chair), Linda Fisher, Betsy Klein, Garry Klein, Kathryn Messer, Gay Mikelson, Jean Reese, Faye Strayer, Gordon Strayer, Theresa Ullerich, Tova Vitiello (co-chair), Peg Voelker, and Mark Yuskis. —Tova Viteillo

OWL Moon CUUPS

OWL Moon CUUPS (Covenant of UU Pagans) is a community of people that gathers to celebrate earth-centered traditions. It is a part of the larger UU tradition, and brings awareness to the greater Pagan community in Iowa City and the surrounding areas. We met on the new moon most months this year, with potluck dinners held when the new moon fell on a weekend. These meetings were held in Channing Hall during the cold months, and outdoors as often as weather permitted. Attendance at monthly gatherings is fluid—ranging between 6 and 20 participants at each gathering. Participants include both members of the UUSIC congregation as well as members of the greater Iowa City community. This year we collaborated with WomenSpirit to present a Winter

Solstice Celebration and contributed to an Ostara-themed service this spring.

Our budget is \$500 this year. Our goals for the upcoming year include leading a service for the congregation and/or teaching a class on Paganism in modern life. We hope to expand our meeting times to include additional gatherings or to add additional activities to our current meetings. We are also planning to host another pagan speaker as well.

This group furthers the mission and vision of the UUSIC by expanding outreach to the community, drawing new people to the UUSIC, and bringing perspectives from the sixth source of wisdom to this congregation.

—Marsha Cheyney

Partner Church

We have been matched with our Partner Church, Parocia Unitariana, in the village of Janosfalva, Transylvania, Romania, since 1993. Our UUSIC Partner Church team strives to enhance awareness of our shared religious heritage with those in our Partner Church located in the foothills of the Carpathian Mountains. The village size is 165 people and has a largely elderly population. Our goal is to deepen, widen and strengthen our partnership. Each winter we celebrate our relationship by holding the Festival of the First Bread, a traditional Hungarian dinner. It's a time of good food and conversation with an educational component and wonderful music. In 2014 we had an offering of Transylvanian crafts gathered at our pilgrimage in 2013 and a concert of ethnic music performed by Kol Shira, an all-woman troupe organized at the Agudas Achim synagogue. The Festival of the First Bread is our fundraiser to help meet the needs of our village partners. The next day's sermon is devoted to our Partner Church relationship, and a special offering is collected.

Team members are: Joe Brisben, Mary Kathryn Wallace, Sally Hartman, Sherry Dolash, Peg Voelker, Adam Tatro, Sharon Thomas, Carol Throckmorton, Kari Yorek, Colleen Higgins, Gary Lawrenson and the many people who volunteer at Festival time. We meet several times prior to the Festival and seek others to join our team. Through our partnership we practice our 1st, 2nd and 6th Principles: #1: The inherent worth and dignity of every person, #2: Justice, equity and compassion in human relations, and #6: The goal of world community with peace, liberty and justice for all.

Past Year's Achievements:

Thanks to the 2014 Festival of the First Bread and the following Sunday program, we raised \$3,164 for Janosfalva and sent our \$150 annual membership fee to UUPCC (Unitarian Universalist Partner Church Council). We're very grateful for the generosity of our congregation! The following evening, for the first time at UUSIC, a Transylvanian Unitarian communion service was offered. In cooperation with the Historical

Records Committee, a display of items representing our partnership history was on display in the sanctuary for the month of February.

Despite the small population of Janosfalva, village needs continue to increase. In the recent past we have helped our partners purchase a used minibus which is important to the village. (Horses and carts are commonly used.) The minibus is used to provide transportation for medical treatment and outings for the many village elderly. Money is needed for its repair, gasoline, etc. The village would like to modify the minibus so it is handicapped accessible. Additionally there are always village upkeep needs: developing a potable water system for the village, making the church facilities accessible to the handicapped, and modifying homes in the village so they are handicap accessible. In 2013 we were instrumental in reconnecting the Davenport UU congregation to Janosfalva, and in 2014 we continued that connection.

Next 12 – 15 Month Goals:

- Invite and host leaders from Janosfalva to come to Iowa City and Davenport. This cooperation with the Davenport UUs will enable us to share expenses for their travel and time in Iowa.
- Sponsor an inter-generational service pilgrimage for our members to visit Janosfalva and be of service through various building projects in the village and to tour parts of Transylvania.
- Increase Partner Church Team membership and participation.
- Establish a Skype connection with our partners in Janosfalva.
- Work with the RE to inspire and educate our children and youth about our rich history which started in Transylvania.
- Hold the 22nd annual Festival of the First Bread in early 2015.

—Joe Brisben & Mary Kathryn Wallace

Sages & Sherry

UUSIC senior members and friends gather for a noon lunch or afternoon hors d'oeuvres and sherry in Channing Hall. This year we enjoyed a special Christmas 'High Tea' with readings by member authors, David Jepsen and Gordon Strayer. —Carol Throckmorton

Secular Humanists

Twelve years and the Secular Humanists are still going strong! Addressing the interests, concerns, and topics relevant to UUSIC, UI, and area freethinkers, atheists, skeptics, and the curious, we have had a busy and successful year. The following were our monthly meeting topics:

- September: Sean Faircloth, author of *Attack of the Theocrats*. 51 attended, and we collected \$60 for a Secular Students at Iowa (SecSI) event at the Iowa Memorial Union.
- October: Peter Nothnagle held a program on Forensic Anthropology. 35 attended.
- November: Brad McDowell lead a program on Sam Harris' book *Waking Up*. 36 attended; \$168 was raised for a SecSI trip to SkeptiCon.
- December: Sue and Lee Eberly hosted the Annual Winter Solstice Party. Several SecSI students attended.
- January: Winter Break
- February: Open discussion: Religious Extremism and Terrorism. 30 attended, 15 from SecSI.

- March: Floyd Sandford presented *Darwin Remembers* at a UUSIC Dinner Theater Event. 74 attended.
- April: SecSI presented a Comedy Hour of Secular/Atheist Humor. Large attendance.
- May: Joe Bolkom and Mary Masher will share their Iowa Legislature experiences.

Especially exciting this year has been the interest and involvement of the Secular Students at Iowa with our group. We have supported their mission and activities with donations totalling over \$450, raised by passing the hat and contributions from the Darwin Dinner/Theater.

Proceeds from the dinner/theater also supported UUSIC CAYAC (\$100) and The Southern Poverty Law Center (\$300).

Our email announcements go out to over 130 people, from age 18 to 96.

Current coordinator and contact person: Mark Yuskis (resdoggie@aol.com). —Mark Yuskis

Social Justice Coordinating Committee

The Social Justice Coordinating Committee (SJCC) applies UU Principles as we coordinate projects and events related to social justice. We offer information and education about issues regarding social inequality and distribute funding to agencies selected periodically by the congregation.

SJCC functions as a committee of the whole:

- Set agenda and convene meetings - Joe Brisben
- Write and distribute minutes - Barbara Curtin
- Treasurer - Gay Mikelson
- Newsletter articles - Diane Martin and others
- Agency feature for UU News cover page - Peg Bouska and Gay
- Sunday Order of Service announcements - rotating.
- Day of Service - Diane and others
- Crop Walk organizer - committee
- Consultation of Religious Communities (CRC) liaison - Barbara
- Center for Worker Justice liaison (CWJ) - Sally Hartman
- Interweave liaison - Tova Vitiello
- UUWAN liaison - Sally
- Partner Church liaison - Joe Brisben

Additional members included Joel Gilbertson-White, Dorothy Paul, Deb Schoelerman, John Elson, Sabri Sky, and Haley Kamps. Many other members and friends participated in events and projects throughout the year.

Achievements in 2014 included:

- The late Barbara Curtin organized the construction and installation of a Little Free Library in Iowa City's Forest View Mobile Home Park. She continued to check on it regularly until her death, adding new books as needed. Barbara was a key member of SJCC and we will miss her very much.
- The congregation continued the practice of featuring an agency each month to receive the cash and designated checks for those Sundays (the last selection vote was in 2012). Additionally, the offerings from each fifth Sunday were sent to a need that SJCC identified. Partner Church, UUSC, Home Ties, and UNICEF were chosen for 2014.
- UUSIC held two Days of Service in which more than 100 volunteers participated in projects throughout the community: gardening, cleaning a home, knitting premie hats, preparing Free Lunch casseroles, working at the Food Bank and Crisis Center, cleaning a wilderness area, etc.

Social Justice Coordinating Committee, Cont'd

- SJCC recruited walkers and collected pledges for the interfaith Crop Walk. Our local Crisis Center receives a portion of the money raised locally, and UUSC is among the group of international organizations that receive designated contributions.
- Fifteen sewers made 150 cloth book bags for Grant Wood School children. A number of additional volunteers helped with other parts of the process. Members and friends paid for the materials.
- A benefit Valentine's Dance at which Smith Studio Jazz performed music raised money for the 1105 Project.
- SJCC members attended meetings and events of the Consultation of Religious Communities (CRC), the Center for Worker Justice, and UUWAN.
- Many in the congregation donated gently used winter clothing for the annual CRC drive. Several helped with the sorting and distribution.
- Several social occasions were held with the Circle of Friends families. For the December holidays we collected gift cards for gas and for Target and Hy-Vee, as well as personal gifts for each member of the two families.
- About 50 gifts were donated for the Homeless Children's Trust Fund Holiday Party.

SJCC's goals for the next 12 months are to:

- Increase our membership and encourage more UUSIC members to participate in our activities.
- Continue to develop projects and events.
- Collaborate with Green Sanctuary on environmental and educational projects and events.

SJCC meets at 7 pm on the first Tuesday of each month except July in the UUSIC Library. We encourage anyone interested in social justice to attend meetings and consider joining the committee.

—Joe Brisben and Gay Mikelson

SJCC Contributions in 2014

2014 Total Giving: \$29,347

(2013 Contributions: \$29,806)

(2012 Contributions: \$26,840)

Agency Schedule

January: DVIP	\$1650
February: Hospice	\$1500
March: Crisis Center	\$1825
April: Elder Services	\$1500
May: Table to Table	\$1100
June: Comm. Mental Health	\$1200
July: United Action for Youth	\$900
August: Free Medical Clinic	\$1200
Septemeber: Emma Goldman	\$1700
October: Shelter House	\$2150
November: Free Dental Clinic	\$1350
December: Free Lunch	<u>\$2000</u>
	\$18,075

Misc. Contributions & Expenses

Common Fund of CRC	\$1200
Center for Worker Justice dues	\$250
Misc.	<u>\$551</u>
	\$2,001

Other UUSIC Fundraising in 2014

IC Free Lunch (Jan. Benefit Lunch)	\$515
Partner Church (Dinner/Jan. 5th Sunday)	\$3,150
CC/1105 Project Valentine Dance	\$870
UUSC (March 5th Sunday)	\$800
CROP Walk	\$830
Shelter House (Benefit Luncheon)	\$850
Home Ties (June 5th Sunday)	\$700
Grant Wood (Book Bags)	\$291
UNICEF (Nov. 5th Sunday)	\$1296
Circle of Friends (Gift Cards)	<u>\$495</u>
	\$12,192

Balance on 12/31/13: \$644

Balance on 12/31/14: \$297

Welcome Home Wednesdays

Welcome Home Wednesdays (WHW) consists of two six-week series, one in the fall and one in the winter, which include a weekly dinner, worship service, and classes/programs. Childcare and children's programming is provided after the meal for the midweek service and classes. Welcome Home Wednesdays gives the congregation an opportunity to reflect, share and grow intellectually and spiritually. The evening meal is a nutritious and joyful way to converse with other participants and to foster new connections. The service gives us all a chance for mid-week reflection and inner peace. The classes or programs offer opportunities for discussion, self-growth, new experiences, or service experiences.

Classes/Programs:

Fall, 2014:

- Snail Mail, Remember That?
- Finding the Spiritual and Religious in Popular Film
- Simply Music
- Wisdom Circle

Winter, 2015:

- Exploring Garden Traditions
- Radicals, Rebels and Reformers (UU history)
- Discovering Qigong and Taijiquan
- InterPlay

Committee Members:

Wendy Brown, Lucy Choisser, Sherry Dolash, Gail Garwood, Kathy Henderson, Dave Jepsen, Mary Jepsen, Gary Lawrenson, Caryl Lyons, Marianne Mason, Janet McKee, Terri O'Berry, Connie Peterson, Linda Rice, Cindy Spading, Carol Throckmorton, Jessica Zimmer-Saltzman

Meetings:

Our WHW Committee's meetings are on Wednesday nights for about two hours approximately four times per year. We meet once in late summer to finalize classes and plan for the fall session, once after the fall session to evaluate and plan for the winter session, once in January to finalize winter class offerings, and once after the winter session to evaluate and look ahead to plan for the next fall's WHW classes.

We continue to work well as a committee and to be very efficient in our planning sessions, planning most things through email, rather than hosting a lot of meetings. Committee members also help with dinner set-up and clean up and provide desserts for the twelve WHW evenings.

Goals:

We strive to offer intergenerational opportunities, encouraging personal growth and fostering relationships and connections with others and with the environment. Also, we hope each session will provide a forum for discussion, focusing on various personal, political, service-oriented, environmental, and spiritual topics. The Worship Associates who plan the mid-week services aim to provide a balance between group participation and quiet meditation/ reflection.

We want to maintain a healthy and delicious menu each session at a low-cost to our participants. Our cook uses organic ingredients, offering vegan or vegetarian meals, depending on the session. To continue the green theme, the committee uses no disposables in serving the meals.

We invite members of the community to attend our classes. Our goal is to continue to explore new and better ways to advertise our WHW classes to the community.

—Linda Rice

Special Needs Committee

New co-chairs after June 2015: Rochelle Honey-Arcement and Michael Arcement. Thank you, Rochelle and Michael!

Activities

- Provided a summer worship service and two sermons
- Served on hiring committee for DLRE
- Created new "Radical Hospitality Intake Form" for LRE
- Started two support groups: one for caregivers of people with special needs and one for adults with special needs called "Friends of Friends"
- Provided resources and information to Facilities Committee for designing the new space with special needs in mind
- Consulted on special needs
- Offered teacher workshops and will again next year
- Submitted newsletter articles

Budget

- Accommodations: We are researching magnifying sheets for congregants to use with the Orders of Service. We are very pleased that the church has purchased several large print hymnals. We intend to purchase "fidgets," items for adults and children to fidget with during services and RE classes.
- Child care: We have not used this budget line item because no one has requested child care for support groups. We continue to offer this option.
- Refreshments: At our last support groups of the year we bought pizza for attendees. Because we have had no children present during support groups we have not purchased snacks for them as expected.
- Educational materials: We have taken advantage of free educational opportunities (*Creative Inclusion* webinar offered by a DLRE at a UU church in Kentucky) and downloadable resources. We intend to purchase educational materials in the future as needed. —Renee Speh

Vegetarian Community

The Vegetarian Community meets monthly on a third weekend evening for potlucks and educational programs on health, animal welfare, and the environment. Our goal is to exemplify the 7th Principle of Unitarian Universalism: "Respect for the interdependent web of all existence of which we are a part" by cherishing all living creatures on the planet and decreasing our environment impact through observance of a plant-based diet. Members of the greater Iowa City vegetarian community are invited to participate. Meeting attendance averages 35 people. —Carol Throckmorton

Worship Associates

Worship Associates (WAs) play a vital role in the worship life of the congregation by working closely with our minister to plan and conduct worship services and through developing their skills in creating and leading worship. On the Sundays when Rev. Steven is in the pulpit, the WAs assist with the service by welcoming members and visitors, leading the congregation in the lighting of the chalice, inviting the giving and receiving of the offering, and delivering the readings, plus assisting in other ways as needed. When Rev. Steven is not in the pulpit, the WAs lead services or help identify and recruit guest speakers and programs.

Other responsibilities of the WAs include leading worship during the Welcome Home Wednesday series in fall and spring, planning and hosting the Memorial Day and Labor Day all-congregation picnics, and leading and coordinating summer services. In consultation with the Social Justice Coordinating Committee and Rev. Steven, the WAs have chosen the theme of "Giving Life the Shape of Justice" for the 2015 summer services and are currently recruiting speakers. The WAs also met monthly with Rev. Steven for scheduling, planning, and discussing worship, and they held regular retreats to

deepen their relationships and build community, gain experience in creating and planning worship, and share worship resources and ideas.

For the 2014-2015 program year, the Worship Associates and Rev. Steven worked together to develop a liturgical calendar. Along with the theme for the year "The Long and Wondrous Journey Still to Be Ours," each month also had a worship theme:

- September: Many Paths, One Journey
- October: The Long and Wondrous Journey
- November: The Glory of Autumn
- December: Anticipation
- January: Building a New Way
- February: Forward Through the Ages
- March: Economic Justice
- April: The Promise of Spring
- May: Walking in Beauty

The 2014-2015 Worship Associates are: Alison Oliver, Ron Pile, Jane DeWitt, Russ Lenth, Heidi Levine, Sue Otto, Susan Salterberg, Tom McMurray, David Jepsen and Carolyn Johnson.

—Rev. Steven Protzman



Unitarian Universalist Society of Iowa City

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

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Meredith Gall
Brian Glidewell
Marilyn Jennewein
Caryl Lyons
Kären Mason
Judy Tokuhisa
Rev. Steven Protzman (ex officio)
Jessica Zimmer-Saltzman
(ex officio)

2014/15 STAFF

Minister:	Rev. Steven Protzman
Director of Lifespan	
Religious Education:	Jessica Zimmer-Saltzman
Office Administrator:	Emma Barnum
Music Director:	Gloria Corbin
Congregational Life	
Coordinator:	Carol Throckmorton
Accompanist:	Jonathan Tauscheck

2014/15 ENDOWMENT COMMITTEE

Alice Atkinson
Jerry Nordquist
Barbara Haring
Tom Rocklin
Larry Audleheim

2014/15 LEADERSHIP DEVELOPMENT COMMITTEE

Sue Eberly
Jim Laughlin
Russ Lenth
Paul Pomrehn
Lisa Stover

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