

2011-2012 Annual Report

Annual Meeting

Sunday, May 6, 2012

11:15 AM Sanctuary



Unitarian Universalist Society of Iowa City

MISSION STATEMENT:

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

Unitarian Universalist Society of Iowa City

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Annual Congregational Meeting
Sunday, May 6, 2012
11:15 AM Sanctuary
Agenda

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

- Welcome: Sue Otto, board president
- Opening words: Rev. Steven Protzman
- UUSIC Elections
 - Vice President: Diane Martin
 - Trustees: Pete Brokaw
 - Trustee: Mary McMurray
 - Leadership Development Committee:
 - Russ Lenth
 - Lisa Stover
 - Endowment: Linda Farkas

- Report of the Facilities Planning Task Force (Paul Pomrehn and Maureen Patterson)
- Report of the Committee on Congregational Life & Ministry (Jim Olson)
- Report of the Program Council (Sally Hartman)
- Social Justice Actions (Diane Martin)
- Closing words: Rev. Steven Protzman
- Adjournment

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

OFFICERS

President: Sue Otto
Vice President: Sally Hartman
Treasurer: Doug Wallace
Secretary: Susan Salterberg
Past President: Russ Lenth

TRUSTEES:

Lisa Kieffer-Haverkamp
Jim Laughlin
Jerry Nordquist
Paul Pomrehn

STAFF

Minister: Rev. Steven Protzman
Director of Religious Education: Lois Cole
Office Administrator: Tyler Hanft
Music Director: Barbara Buddin
Membership Coordinator: Carol Throckmorton

LEADERSHIP: President's Report

Mission, vision and facilities. This year the Board has focused on these important expressions of who we are and what we want to do and be as we look ahead to the next 15-20 years and beyond and what facilities we need to fulfill our mission. A number of important changes have occurred during the months since the last annual report: installing a new settled minister, establishing a Facilities Planning Task Force, a Committee on Congregational Life & Ministry, a Faith in Our Future Fund, and hiring a Membership Coordinator.

Our mission and facilities work is a continuation of the efforts begun in 2010 with our interim minister Benjamin Maucere. As you may remember, we held congregational forums, conducted face-to-face interviews with congregational members, and did an online survey to examine our aspirations as a congregation and what facilities we need to fulfill those aspirations. An all-congregational vote in May 2011 on building options showed that there were not enough of us on the same page to move ahead without further discernment of our collective dreams for the future. The Board held two retreats (one in September 2011 and another in February 2012 jointly with the Facilities Planning Task Force) to think more deeply about the mission of the UUSIC and our vision of the future and to consider the implications that our mission and vision have for the process of planning for facilities that will serve our congregation for the generations to come. The conversation about mission and future vision has been extended to include the congregation during Sunday services, the Program Council, and the participants in the workshop with the UUA consultant, who visited at the end of April; and it will certainly continue in the coming months. I think that it is fair to say that many of us are ready for change and want to have a definitive decision about the facilities. We must have faith that we can articulate a common vision that will enable us make this decision by the end of this year and we must have the courage to follow our dreams.

Facilities Planning Task Force. In January 2012, the Board appointed the Facilities Planning Task Force and charged them with conducting a thorough and informative study that will allow the UUSIC to make a definite decision this year (2012) on facilities. Later this year they will make recommendations to the Board that will lead us to another—hopefully decisive—vote on our facilities. The members of the Task Force are: Sharon Booker, Kurt Hamann, Lisa Haverkamp, Adam Ingersoll, John Jennewein, Jim Laughlin, Maureen Patterson and Paul Pomrehn. Maureen and Paul serve as co-facilitators. We are fortunate to be able to count on their collective wisdom and expertise in this challenging work.

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Faith in Our Future Fund. Last winter the Board established the Faith in Our Future Fund as a first step toward raising funds to address the Society's future space needs. We know that, whatever path we take in addressing our facilities, we will need significant funding to do it. The creation of the Faith in Our Future Fund was prompted by generous donors who were anxious to contribute sooner, rather than later, to a fund to support our facilities needs as we look to the future. This fund may be used for facilities planning (including the work of the Task Force) and for a major upgrade of the UUSIC facilities.

Committee on Congregational Life & Ministry. In recognition of the need to improve coordination of programs and committees, the Committee on Congregational Life & Ministry was created. Their charge is to monitor the ministries of the UUSIC shared by the minister and groups within the congregation and to evaluate and strengthen the effectiveness of these ministries in supporting the church's mission. They are also responsible for conducting the required regular reviews of Steven during his three-year probationary period. The members of this committee are Jeanette Carter, Diana Henry, Will Jewell, Kelly O'Berry, Jim Olson, and Bonnie Penno, with Steven Protzman and Lois Cole serving as ex-officio members. Jim and Bonnie were selected as co-chairs of the committee. Their work promises to have significant impact on our congregation by fostering a strong sense of the community as an interdependent whole.

Membership Coordinator. This year the Board budgeted funds to hire a part-time Membership Coordinator, and Carol Throckmorton was hired to serve as our first Membership Coordinator. Carol works with the Membership Committee, minister and congregation to plan and coordinate processes to welcome visitors and integrate new members into congregational activities. She brings great energy and fresh ideas to her work and we are very excited to have her in this position.

Steven Protzman—our new minister. Some changes are easier to take than others; and, without any doubt, one of our easiest changes—and for me the best part of my year as President—was welcoming our new minister, Steven Protzman. Following an intense “candidating” week at the beginning of May, we voted unanimously to call Steven as our settled minister. Being in the midst of the standing ovation for Steven as he walked into the sanctuary after the vote was an amazing and thrilling experience. At that moment, I caught a glimpse of how it feels to have the entire congregation united, looking together with hope toward a positive future. The ministerial search committee—Pete Brokaw, Gary Lawrenson, Diane Martin, Mary McMurray, Nancy Noyer, Bonnie Penno, and Chris Taylor—did superb work on behalf of the UUSIC and we owe them an enormous

President's Report, continued

debt of gratitude. In February Steven was installed in a moving and beautiful ceremony—a truly joyous occasion to celebrate the new energy and dynamic leadership that Steven brings to us. Working with Steven has been marvelous and I have reveled in his expressiveness, enthusiasm, compassion, and sense of humor. We are blessed to have him.

Does any president ever accomplish as much as s/he'd like? I leave my year as President with mixed emotions, wishing that more progress had been made, particularly in regard to the

facilities decision, but taking pride in the accomplishments of our excellent Board. My thanks go to the extraordinary group of hard-working and dedicated people who serve with me: Sally Hartman (who takes over as President soon), Doug Wallace (Treasurer), Susan Salterberg (Secretary), Russ Lenth (Past President) and trustees Jim Laughlin, Lisa Kieffer-Haverkamp, Paul Pomrehn, and Jerry Nordquist. Wonderful people like these give us reason to have faith in our future.

—Sue Otto, UUSIC Board President

Leadership Development Committee

The tasks of the Leadership Development (LDC) are to cultivate leadership skills of members and friends of UUSIC and to identify qualified members to fill our elected leadership positions. At the spring meeting this year, the membership will vote on Leadership Development's slate for vice president/president-elect, two three-year trustees and two members for LDC and one for the Endowment Committee. The LDC also recruits members to attend Midwest leadership school.

This year's Time Well Spent Leadership Development workshop was held on Saturday, Feb. 4, 2012 at UUSIC. We again co-hosted with Cedar Rapids People's Church. The theme of workshop was "Sharing Successes and Challenges". Discussion groups were

formed on the basis of interest and involvement. In the afternoon Zach Wahls spoke to the group about his work on marriage equality. There were 48 people in attendance; 31 of the attendees were from UUSIC, 10 were from Cedar Rapids, 4 were from the Quad Cities and 3 were from Clinton.

The LDC committee maintains a resource notebook that includes notes on past nominations, a list of board rotations, job descriptions of board positions, minutes, voting members, and annual reports.

Members: Mike Cervantes, Carolyn Johnson, David Jepsen, recorder, and Deb Schoelerman, Tom McMurray, co-chairs.

—Deb Schoelerman, Chair

STAFF: Minister's Report

"Gather the Spirit, harvest the power. Our separate fires will kindle one flame. Gather in hope, compassion and strength. Gather to celebrate once again."

It was an exciting moment a year ago as I walked into the sanctuary of UUSIC to a standing ovation and the news that the vote was unanimous to journey together in a covenant of mutual love and respect as minister and congregation. As I made the transition over the summer months, including a number of trips to Iowa City to find a place to live and to meet with the staff to plan the year, I received a warm and gracious Iowa welcome. There were many offers of help and I received many gifts, cards and notes of welcome as I began to settle in. And now, as we reach the end of our first church year together, it is good to stop and reflect, to look back and remember all that we've experienced as we've gotten to know each other and started a new chapter of UUSIC's history.

It has been a year of much growth and many changes as we sought to deepen and understand more clearly who we are called to be as individuals and a community. Your staff and I decided to try a new approach for structuring the church year by having an overall theme for the year and a theme each month so that what is happening in worship ties in with religious education, the music program, and all aspects of our community's life and work. Our theme for this church year was "Gather the Spirit". This title comes from song #347 in the gray hymnal which captures the essence of Unitarian Universalism and our basic human need to be together, to offer each other strength, comfort, to find shared purpose, and to experience awe and wonder in being alive. Perhaps a better title would have been "Celebrate the Spirit and Energy" because there has been a vibrancy and energy around UUSIC that can be felt in everything from worship to coffee hour to the many events and activities that happened around the church this year.

My priorities this year included getting to know people and building relationships, integrating youth and young adults into church life more fully, shaping and fine tuning worship on Sundays, settling into routines, and working together to achieve our shared mission and vision. I've enjoyed meeting the members and friends of this congregation in a variety of ways, including attending committee meetings, one-on-one conversations for pastoral care or getting acquainted, and the many social events. We gathered in worship each week to celebrate and reflect on life's big questions and affirm our shared humanity. In close collaboration with Lois Cole (who did a wonderful job pulling together scripts, costumes, props and an always enthusiastic cast for

four dramatic presentations!), we had six intergenerational services, including Water Communion, Day of the Dead, Thanksgiving, Christmas, Easter and Flower Communion. We held my installation ceremony in mid-February in which the congregation and I formally entered into our covenant of mutual love and respect. Thank you to everyone who made that day so beautiful and so memorable.

I'm proud of the work the Board has done this year. The Board continued to deepen its understanding of Policy Governance and a task force was convened to review and revise the By-Laws and to work on the policies and procedures. I challenged our Board of Trustees to reflect on the mission and vision of this congregation and they in turn have challenged me to bring this conversation to you, to invite your participation to discern together about who we are called to be as the Unitarian Universalist Society of Iowa City.

The building remains a central question in discerning our future. The Board once again took definitive action and created the Facilities Planning Task Force. The task force has been meeting regularly and gathering information that will help us make thoughtful decisions about our facilities based on an understanding of our needs as informed by our mission and vision. The Board also invited Kay Crider, a UUA consultant, for a weekend visit to meet with us and help us assess our mission, vision and long range planning. The Board and I began the Committee on Congregational Life and Ministry, or the "CLAM" as it has affectionately come to be known. The purpose of the CLAM is to evaluate and strengthen the congregation's ministries and provide resources for conflict resolution. The committee has been working this year to establish its own mission, set up policies and procedures, understand its work, and begin gathering information about all the ministries of the congregation. The CLAM will also do a yearly evaluation of me, a requirement for the next three years for me as a minister in preliminary fellowship with the UUA.

It has been a pleasure to work with our talented and dedicated staff, Lois, Tyler, and Barby, and I am grateful for all the help they've given me as I've settled in and for their willingness to answer what must have seemed like endless questions the first few months! Although I was deeply saddened by Joseph McKinley's decision to resign after personal and professional conflict with me, Youn Jung Cha has been a pleasure to work with as our interim accompanist. It was also a great pleasure to welcome Carol Throckmorton as our membership coordinator. She brings great energy and commitment to creating hospitality and deeper connections among the members of our congregation and it is a pleasure working with her.

Minister's Report, continued

Member Weddings:

- Audrey Coleman and Jake Altman, August 20th, 2011
- Mary Rubis and Christian Oquendo, August 27th, 2011
- Emily Audlehelm and Aaron Haworth April 14th, 2012
- Laura McMahon and Nat Christenson April 28th, 2012

We have also celebrated sixteen Love Bus weddings plus one other same gender couple from Missouri, bringing our total to 126 weddings in the last three years! It is a great joy to me to be part of this very important ministry and I am very grateful for the way this congregation opens its hearts and its doors to work for marriage equality.

Member Deaths:

- Charles Davidson
- Dale Bingham
- Joe Cannon
- Penny Cazanans
- Kim Ephgrave

I also officiated at a graveside internment service for John McLure, plus officiated at memorial services for a former UUSIC member and two family members of church members.

As I finish my first year as your settled minister, I feel so blessed and fortunate to be serving 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 greeters, ushers, coffee servers, religious education teachers, volunteers, covenant group facilitators, care givers, choir members, newsletter assemblers, worship associates, committee members, and all the dozens of other ways you serve as you bless this community and wider world with your time, passion, and energy.

With deep joy and gratitude,
Steven

UUSIC Webmaster, Susan Eberly

Our Web Site, UUSIC.org, in 2011

UUSIC.org in 2011

35,592 visitors
84,900 pages opened

On average:

2,700 visits/month
89 visits/day

From January 1 through December 31, 2011, 35,592 visitors to UUSIC.org opened a total of 84,900 pages. Our busiest month in 2011 was October, when 3,929 visitors opened 9,802 pages.

On average, our site had:

Visits: 2,700 per month; 89 per day
Pages opened: 233 per month; 2.4 per visit

Ten most visited pages: After our home page, the 10 most frequently visited pages on UUSIC.org were, in order of usage:

1. **UU Newsletter:** AboutUs/UUNews/UUNews2011
2. **Sundays:** Sundays/SundayServices.htm
3. **ProgramsAndGroups:** Programs/GroupsCommittees.htm
4. **Annual Report 2011:** AboutUs/Governance/AnnualReport2011.pdf
5. **RE Brochure:** LifespanReligious/Education/WHW/WHWRegistration/BrochureFall2011.pdf
6. **Annual Report 2010:** AboutUs/Governance/AnnualReport2010.pdf
7. **Building forum:** AboutUs/OurUUSIC/Community/BuildingDiscussion/ForumNotes-01-09-parents-teachers.pdf
8. **SiteMap:** .htm
9. **Our UUSIC Community:** AboutUs/OurUUSICCommunity.htm
10. **Annual Report 2009:** AboutUs/Governance/AnnualReport2009.pdf

Referrers: People came to UUSIC.org from a wide variety of sites, most often (as you'd expect) via Google, Bing, and Yahoo Search, but also from the UUA congregational search page (<http://www.uua.org/directory/congregations/results.php>), from the Justice, Not Politics organization (<http://www.justicenotpolitics.org/about>); and from three Romanian sites: (<http://servicedon.ru/>, <http://segol.ru/>, <http://www.nhl-live.ru/>).

Office Administrator, Tyler Hanft

I am deeply thankful for everyone who has helped, poked, prodded and reminded me of tasks great and small as the staff and I went through the year. A wise administrator once compared the job to a juggling act, and we could not keep the act going on long without your help.

Rev. Steven and Carol Throckmorton, our new membership coordinator, are bursting with fresh ideas on how to bring the congregation closer together. If you've not received an *Opportunities* brochure listing all of the ways you can be involved at UUSIC, let me know. Sign up for our weekly congregational emails via the office as well to get information on events, cycle of life announcements and notices of event cancellations due to our delightful Iowa weather.

Thank you to the wonderful office volunteers that are in Tuesday, Thursday and days when I'm out of the office: Jeanette Carter, Diane Martin, Jean Reese & Gay Mikelson, coordinator. As usual, if you have any ideas, tips or questions, please feel free to contact me at admin@uusic.org or 337-3443.

—Tyler Hanft

Music Director, Barbara Buddin

Fireside music features the Fireside choir and accompanist. The choir is a multi-generational group of 16-20 that rehearses on Thursday evenings and sings for the two services on Sundays. They perform three Sundays per month. The music in the service reinforces the subject of the message. Our literature is an eclectic group of pieces from traditional to contemporary. We have performed works by Barber, Moses Hogan, Debussy, and American Spirituals. Our pianist has performed a wonderful repertoire from classical to popular music. We have presented instrumentalists as available. There were several children's choir performances. They rehearsed between the services. There was a folk group that performed and rehearsed after choir in Thursdays.

During the year we inherited a choral library from another church and have used some of the music. In the future I would like to expand the children's choir, establish a committed folk group, and add a contemporary group that features the youth. During the year the Performing Arts Series was suspended but we still presented the Messiah on the Wednesday between the Winter Holidays. This was well attended and is now firmly an annual event. We had one piano recital in April. The goal is to get more young people sharing their talents. During the summer months there will be sing-along evenings to keep the connection we deeply feel.

—Barbara Buddin

Lifespan Director of Religious Education, Lois Cole

This year we launched Tapestry of Faith curricula in Religious Education, a new series of on-line programs and resources by the Unitarian Universalist Association. Developed out of a broad series of conversations with churches all over the country, to assess the needs of young people, Tapestry of Faith programs are described as fostering Unitarian Universalist identity, ethical and spiritual development, and vital communities of justice and love, drawing from our UU Sources and Principles. One curriculum we used, Toolbox of Faith, invites fourth-sixth grade participants to reflect on the qualities of our Unitarian Universalist faith, such as integrity, courage, and love, as tools they can use in living their lives and building their own faith. Each of the 16 sessions uses a tool as a metaphor for an important quality of our faith such as reflection (symbolized by a mirror), flexibility (duct tape), and justice (a flashlight). Especially meaningful was a session on Atonement (the tool a level) which shared the story of W.H. G. Carter, the first African American Unitarian minister and the great grandfather of one of our own congregation members, Diana Henry, whose work was not recognized until recent years, with a formal apology. Tapestry of Faith says it aims to “consistently use anti-racist, anti-oppressive, multi-cultural lenses” in its presentation of the UU faith. Tapestry of Faith also provides enrichment materials for teachers and families, helping us in one of our long-held aims, to bring faith conversations to the home, having recognized that parents are important religious educators. Given that the programs are lifespan, Tapestry of Faith also provides some exciting options for adult programs. We will continue using Tapestry of Faith in RE in 2012-13.

Wishing to include many other highlights, I share our past year's achievements:

Religious Education Pre-K – 12 — 2012 – '13 Registration of 135 children and youth:

- The formation of a Youth Council with youth officers and advisors. The Youth Council focused on promoting national, district, and leadership events, providing scholarships for youth to attend events, and evaluating Sunday morning youth group programming
- Participation in the Stewardship campaign in the fall, using the curriculum the Joy of Giving
- Children's Chapels and multi-age Children and Youth Committee programming focusing on service to the community: Run for the Schools, World Hunger and the Crop Walk, and Grow an Extra Row (growing produce for the Foodbank), acknowledging our veterans
- Opportunities for parents to socialize together and explore RE related topics in bi-monthly gatherings during

Lifespan Religious Education, cont.

coffee hour on Sunday mornings

- Bi-monthly Saturday afternoon recreational events for families and Society members in an effort to create community
- A variety of multi-generational events, partnering again with Campus Ministry for a Halloween FUUN Night
- Created opportunities for children and youth to participate in Sunday morning worship. This year, we had five intergenerational services, two youth-led services, and one young adult service.
- Supported teachers in teaching and classroom management, conducting an orientation and mid-term meeting. Provided class assessment and guidelines. Continued to develop resources for working with children with Attention Deficit Disorder and autism

Young Adult and Adult Programs:

- Supported Campus Ministry in programming, Sunday evening dinners, publicity, and outreach through the Campus Ministry Committee, a group of young adult officers and members of the congregation who meet periodically throughout the year
- Supported adult programs through Welcome Home Wednesdays, six evenings of meals, worship, classes and children's activities twice a year. This year's Welcome Home Wednesdays had the highest attendance for meals and adult classes, averaging an attendance of 80 adults per evening
- Continued to deepen our exploration of local and national Immigration issues, and action steps to be taken with the Welcome Home Wednesdays class, Immigration: From Study to Action

The following are our goals in Lifespan RE:

- Continue to provide opportunities for adults in faith development, personal and relationship development, spiritual practice, justice and service through Welcome Home Wednesdays classes
- Continue to hold family activities to help younger children and parents develop a sense of being a part of the UUSIC community
- Continue parent gatherings to help parents stay connected to RE programs and to support each other in raising children with UUSIC principles
- Continue to assess the quality of our programming, and explore ways to better meet the needs of children, youth, parents and teachers.
- Continue to grow 9:30 RE, providing classes for two age groups, pre/k and grades 1 - 3
- Provide Our Whole Lives to elementary grades in the fall of 2012, and junior high OWL in the spring of 2013
- Continue to develop resources for our educators in addressing the needs of children with Attention Deficit

Disorder and autism

- Continue to integrate youth in the life of the church, and encourage more youth participation in worship
- Work on campus ministry outreach and support for campus ministry

Long Term Goals:

- Address space and programming needs, providing adequate classroom space for grades preschool – senior high, and an area for physical activity and large programming.
- Address adult needs for Sunday morning adult programming

Lastly, I would like to say a big thank you to the many volunteers — our 36 teachers and 4 childcare workers, our Children and Youth, Campus Ministry and Welcome Home Wednesdays committees — who have shared of their time and talents to in the important work of faith development and building a vital community of love and justice.

—Lois Cole



*Intergenerational Service Trip to New Orleans,
March 2012*



*The cast of "The Greatest Power" performs at the
Spring Family Service, April 8*

PEOPLE: Membership Associates

The Membership Committee's goal is to provide a welcoming environment for UUSIC visitors, members and friends. Each Sunday committee members serves as greeters and open and close the building. Between services they staff an information table in Channing Hall to provide education regarding Unitarian Universalism and connect people with organizations within the Society. People are invited to serve as ushers. Individuals who want to provide chancel flowers to commemorate an occasion and recognize others in their lives sign-up at the Membership table.

Committee members are: Larry Audelhelm, Pete Brokaw, Gary Lawrenson, Ruth Lindeen, Kimberly Kim, Jan Locher, Carol Nordquist, Jean Reese, Adam Tatro, Christopher Taylor and Peg Voelker. Meetings are held on the third Sunday of the month in the Library.

Past Year Achievements:

Last year, eighteen people became UUSIC members. Tim Wilson, Heidi Levine, Hasti Barahmand, Jake Altman, Adam Ingersoll, Brigette Ingersoll, Kimberly Kim, Anna Nelson, Kim Palmer, Lula Palmer and Rai Tokuhisa joined last fall. This spring, Chris Lefever, Sara Shunkwiler, Chris Poynor, Pam Rohner, Nicole Sanders, Louise Tenenbaum and David Eifler signed the membership book.

The membership classes were revised from one, two-hour session to three, one-and-one-half hour sessions. One series was held in October and another in February. Four Membership Associates participated in the orientation sessions, as well as Rev. Steven Protzman. A New Member Ceremony was instituted, and those joining signed the membership book in the presence of the congregation. A special welcome reception was held following the service. Biographical information and photos of the new members were displayed in Channing Hall and appeared in the monthly newsletter.

The Membership Committee manages voting procedures for the congregational meetings. A job description for a membership coordinator was developed and presented to the UUSIC Board. The position was approved, candidates interviewed, and in February, it was filled.

Goals for next year:

- Develop and implement a method to improve communication between visitors and members with desired services, such as new-member orientation classes, UUSIC committees, interest groups and volunteer opportunities
- Design and implement tiers of informational meetings about UUSIC to include monthly, one-hour 'exploration' classes in addition to the membership preparation classes
- Expand and improve the quality of new member classes and evaluate the need for expanding from two series per year to three
- Establish a comprehensive process to follow-up with visitors and new members
- Convert the 'membership table' to a 'welcome table,' to include an expanded display of UU educational materials
- Develop Hospitality Committees for providing ushers and coffee hour volunteers
- Design a Talents and Interests Survey to connect members and friends with others who have similar interests and to service opportunities
- Invite inactive members to become involved in Society activities
- Invite friends of UUSIC to become members
- Facilitate the establishment of new interest groups
- Increase members and friends' wearing of nametags
- Recruit more Membership Associates

The Membership Associates wish to thank Jean Reese for her many hours of volunteer service as co-chair over the past three years and for her dedication to providing quality experiences for visitors and members of the congregation.

—Carol Throckmorton, membership coordinator

Committee on Congregational Life & Ministry

The newly-formed Committee on Congregational Life and Ministry (CCLAM) monitors and evaluates the effectiveness of UUSIC's shared ministries in fulfilling the Society's vision and mission, recommends ways to strengthen the effectiveness of these ministries, and manages conflicts which detract from the fulfillment of our vision and mission.

The CCLAM has been meeting monthly since December, including an eight-hour retreat spread over parts of three days ably facilitated by Nancy Noyer. The members of the committee are Jeanette Carter, Diana Henry, Kelly O'Berry, Jim Olson, Bonnie Penno, and Will Jewell, with Rev. Steven Protzman and Lois Cole serving ex officio. The committee has selected co-chairs (Bonnie Penno and Jim Olson) and a five-person subcommittee (led by Bonnie Penno) that will prepare the CCLAM's evaluation of Steven Protzman to be submitted to the UUA each year as he advances to Final Fellowship.

Our work so far has focused on understanding the committee's mandate and establishing our procedures for soliciting and receiving information from individuals, groups, and committees. In January we circulated a questionnaire to 30 UUSIC committees and groups to begin to learn how they advance our mission. We had 100% response to the questionnaire. Each CCLAM member will serve as a liaison with five of these committees or groups and will meet with them at least once during the coming year.

The CCLAM's short-term goals for the next several months are to establish;

- A well-functioning committee with monthly meetings and periodic reports to the board and congregation;
- Systematic contacts with committees and groups;
- Procedures for receiving and responding to information and concerns from the congregation; and
- Guidelines for the management of conflict.

Our long-term goals for the next year and beyond are:

- Helping the congregation understand and practice shared ministry;
- Monitoring and evaluating our shared ministries;
- Recommending ways to improve our ministries; and
- Evaluating Rev. Steven Protzman as required by the UUA Ministerial Fellowship Committee.

—Rev. Steven Protzman

Pastoral Care

Begun in 2005, the Pastoral Care Team is completing its 7th year of existence. Its mission within the UU principles is to affirm and promote the inherent worth and dignity of every person, and to practice compassion in human relations. Its goal is to provide a ministry of support, hope and caring, so that no one connected to this congregation needs to feel alone. This goal furthers the mission of UUSIC, which is to be a caring, inclusive community. The team meets monthly with the minister, reviews contacts that team members have had with congregational members needing emotional or physical assistance, and discusses other issues related to pastoral care at UUSIC. Current members include: Diana Henry, Donna Johnson, Gail McLure, Ricardo Sauro, Gordon Strayer, and minister Rev. Steven Protzman.

Past Year Achievements:

- We continued to make phone calls, send e-mails and do visits that provided attention and support to Society members and friends.
- We referred people to Community resources/services and provided emergency financial aid to members and friends as needs arose.
- We referred people to Unicare, the Friendly Visitors Program, and the Job Seekers referral programs as needs arose for medical equipment, interpersonal connections, and work opportunities. Please refer to the Unicare report for further information about these resources so ably coordinated by Gail McLure.
- We kept the congregation aware of UUSIC members and friends experiencing life's achievements, challenges, losses and transitions through the Cycle of Life announcements during services, the weekly UUSIC Update, and the monthly newsletter.

Goals for 2012-2013:

- To continue providing pastoral care and support to Society members and friends as they experience the many joyful and sorrowful events that are part of living.
- To begin a program of sending cards of caring, celebration and concern via a Caring Corner ministry to be set up in cooperation with the Membership Associates and Membership Coordinator.
- To enhance and deepen this ministry of the congregation through education, encouragement and communication that invites all of the Society's members and friends to participate in pastoral care, knowing that it can occur any time, any place and in every interaction between two or more people.

—Rev. Steven Protzman

UNICARE Committee

UNI-Care's Purpose and Mission. UNI-Care activities reach in several directions to support UUSIC's basic purpose. In a caring, inclusive community, each plays a part by helping to look out for others. UNI-Care listens for physical needs of members and friends of the congregation and draws appropriate congregational help to address such needs. We don't normally hold meetings because our work gets lined up via emails, chart updates, and occasional phone calls. All who wish to be on our Distribution List—our primary means of communication—are welcomed. The UNI-Care Coordinator serves on the Pastoral Care team, which is chaired by Rev. Steven. Pastoral Care handles the more spiritual and emotional needs, whereas UNI-Care handles physical or social needs. Volunteers know their own skills, preferences, and limitations better than the coordinator does; all are free to pick and choose or decline to offer help.

What UNI-Care Does. UNI-Care responds to a wide variety of requests or referrals, as long as it's reasonable and within our range of abilities and resources. Updates to the Pastoral Care team occur routinely. I also handle referrals from Rev. Steven or Tyler when they need help. This academic year (2011-2012) UNI-Care provided dozens of volunteers for two large Memorial Services within a 10-day span of time in September 2011. UNI-Care Volunteers also prepared meals for families at times

of illness, bereavement, temporary disability, or other such stresses. They provided transportation to stores and ran errands for people who can't get out. They took dogs for walks, took people to physical therapy appointments and to other short-term medical procedures. They visited people recovering from surgery at home, helped newcomers find friends, and participated in the new Friendly Visitor Program--an effort to provide a perk for home-bound, elderly, newcomers, and others who may feel isolated in our larger congregation.

UNI-Care's Job Seeker Service has provided mechanisms to provide paid UU workers for other UUs who need help in their homes and yards. This same Job Seeker Service has located temporary or intermittent jobs for close to a dozen UUSIC Job Seekers. Discussion of pay, schedules, work rules, and other related issues happens directly between the Job Seeker and potential employer.

List of Medical & Rehab Equipment. The Coordinator maintains an up-to-date List of available Medical & Rehab Equipment, a copy of which is also shared with the UUSIC Office each time it is updated. Updating occurs when anything is borrowed or returned or when an item is added to it. Equipment requests are made through the coordinator because of the need to keep the List current. Items not yet loaned are stored at owners' homes, except as noted on the List. —Gail McLure

2010-2011 Ushers & Coffee Hosts:

Ushers:

Alice Atkinson
Ken Atkinson
Larry Audlehelm
Ann Bovbjerg
Rick Bradshaw
Pete Brokaw
Jeanette Carter
Christie Dancel
Rob Dietrich
Peggy Dietrich
John Elson
Pat Ephgrave
Jim Ephgrave
Karen Fox
Kathleen Henderson
Lois Hughes
Merle Ihne
Marilyn Jennewein
Carolyn Johnson
Chris Johnson
Debbie Johnson
Donna Johnson
Jessica Johnson
Reon Kim
Betsy Klein
Garry Klein
Gary Lawrenson
Jim Laughlin
Lisa Lepic
Ruth Lindeen
Mary Losch
Elaine Mahler
Dave Martin
Diane Martin

Mary McMurray
Gay Mikelson
Cliff Missen
Ruth Muir
Mark NeuCollins
Ryan NeuCollins
Carol Nordquist
Jerry Nordquist
Shay O'Reilly
Jim Olson
Cecile Owings
Ron Owings
Pete Paul-Petersen
Gerry Pearson
Bonnie Penno
Paul Pomrehn
Christina Randall
Jean Reese
Mary Roth
Charity Rowley
Ricardo Sauro
Kay Schneider
Deb Schoelerman
Sr. High Youth
Gordon Strayer
Faye Strayer
Jill Stephenson
Adam Tatro
Chris Taylor
Al Thomas
Betty Thomas
Carol Throckmorton
Theresa Ullerich
Peg Voelker
Lauralee Wilkins

Coffee Hosts:

Covenant Groups:
First Thursday
Second Sunday
Third Monday
Third Thursday
Free Lunch
Secular Humanists
Space Committee
Stewardship Committee
Pete Brokaw
Jeanette Carter
Jo C unningham
Rob Dietrich
Kathleen Henderson
Jean Hood
Mary Jepsen
Dave Jepsen
Donna Johnson
Nita Kosier
Gary Lawrenson
Diane Martin
Gay Mikelson
Ricardo Sauro
Amy Schoon
Carol Throckmorton
Doug Wallace

Apologies to anyone inadvertently left off the list! Thank you to everyone who volunteers for these important Sunday activities.

PROGRAM GROUPS: UU Book Discussion Group

The book discussion group provides the opportunity for anyone who loves to read to join together in a group discussion. The group meets on the second Monday of each month from September through May. Two books are selected to start the next year in the May meeting. In the September group those who attend decide what books we will discuss the rest of the year. Books are selected from ideas compiled over the summer into a book wish list and new suggestions from anyone attending the first discussion group of the year in September. The wish list and a list of books selected for the year are available to anyone who attends the group or requests the information.

Books discussed in 2011-2012 and in the order they were discussed are: *The De-Conversion of Kit Lamb* by Kate Kasten, *Zeitoun* by Dave Eggers, *In the Garden of*

Beasts by Erik Larson, *Pioneer Doctor* by Mari Grana, *The Glass Castle* by Jeanette Walls, *Sarah's Key* by Tatiana De Rosnay, *The Wordy Shipmates* by Sarah Vowell, *Wild Swans* by Jung Chan and *Ape House* by Sara Guren.

The group is a free and open discussion available to anyone who likes to read and discuss books. Therefore, we have people who join us only once and those who come regularly. While it is not a complete list, individuals who attended this year are Judi Gust, Nancy Lynch, Donita Hermsen, Sandra Bolton, Caryl Lyons, Nikki Herbst, Lynne Cannon, Kathy Henderson, John Jennewein, Dorothy Paul, Margaret Donnelly, Anna Nelson, and Mary Lou Welter.

—Mary Lou Welter

UU Buddhist Sangha

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

The UU-Buddhist Sangha meets weekly in the evening for meditation, reading, and discussion. The members sit in a circle, and use egalitarian democratic principles for discussion and for making decisions. Meetings typically open with a 30 minute silent meditation, continue with a 45 minute discussion, and conclude with a 10-15 minute silent meditation. One member may act as a facilitator for the meeting, handling meeting notices, announcements and, in some cases, preparing some remarks or excerpts for the discussion portion. The focus of practice and discussion is experiential, empirical, and pragmatic. Emphasis is given to the work of Western Buddhist teachers, to mindfulness-based practice, to a spirit of free and responsible inquiry, and to practical application of the teachings in daily life. Guests are

occasionally invited to share teachings, practices, and stories. Diversity of view and practice is welcomed as a foundation for collective wisdom. Members find that participation in the sangha gatherings provides a strong motivation for ongoing personal practice and study.

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

During the past year the Sangha has continued to meet almost every Wednesday evening in the UUSIC library or in members' homes. We have used a wide range of resources for discussion topics, including articles from Tricycle, Shambhala Sun, texts and downloads from various internet sites, and the writings of contemporary Buddhist teachers such as Pema Chodron, Thich Nhat Hahn, Chogyam Trungpa, Sharon Salzberg, Jack Kornfield, and others. Individual members share responsibility for finding materials for the discussion and take turns facilitating the meditation and conversation.

UU Buddhist Sangha, Cont.

The Sangha continues to welcome new members with an interest in mindfulness meditation and the application of Western Buddhist dharma teachings to everyday life. We have had several new members join us over

the year and our listserv currently has 50 subscribers. Our goal is to deepen participants' meditation practice and to support their free and responsible searches for truth and meaning. —Steve Locher & Charity Rowley

Campus Ministry

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

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

Committee Members: Madison Montgomery, Michael Wilson, Lois Cole, Pete Brokaw (Faculty Advisor)

Over the past year, the Campus Ministry group has been very active. We have added several new members and have benefitted from their wonderful help in continuing some of our past projects and ideas for starting new ones. This year, the group held several workshops for our members on topics like immigration, gender and sexuality, eating locally, being new to UU, and personal faith. These workshops pushed us to learn and grow both individually and as a group and we hope to continue to provide similar experiences in the future. As another bonding experience for our group, we hosted a group lock-in at the church where some of our members spent the night playing games while getting better acquainted with one another and the church building.

As a group, we have continued to use our university status as a Student Organization to actively recruit new members with tools like a campus-wide email and a presence at student organization fairs. Our committee chair, Madison Montgomery, has also done a wonderful

job of using Facebook as a tool for advertising our weekly meetings. In the future, we hope to continue these efforts and concentrate even more on growing our membership and sustaining the vitality of our group.

In addition to focusing on our own group, we have had some wonderful opportunities to engage with the rest of the congregation over this past year. In October, we again joined CYC's Halloween Carnival and for the second year in a row, our members built and ran a haunted house for the children (and some of the adults) in attendance. Our haunted house at the Halloween Carnival is a wonderful way to connect with the rest of the church congregation and it continues to be a wonderful experience for everyone who can participate. Thanks to the cooperation of the congregation and Rev. Steven Protzman we were given the wonderful opportunity to lead both services on Sunday, March 25th. We really appreciate having such a wonderful opportunity to share ourselves with the congregation and give everyone a chance to get to know our members. Again, we look forward to similar opportunities to engage with the larger congregation in the future.

The group is also continuing to look for church members who would be interested in helping to provide a meal for the meetings on Sunday evenings. We are very appreciative of this contribution to helping us sustain our group. There is more information along with a signup sheet at the Campus Ministry table during coffee hour.

—Mike Wilson (Programming Coordinator)
& Pete Brokaw (Faculty Advisor)

Children & Youth Committee

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

The members of the committee this year were: Michelle Hosp, Chair; Lori Enloe, Elyse Meyers, Sherry Dolash, April Lefever, and Lisa Stover. CYC meets monthly in a member's home. Committee members attended meetings, submitted monthly reports for the newsletter, were liaisons with the five age groups for RE, planned CYC sponsored events, and provided assistance to the DRE with RE registration, recruitment of teachers, selecting of curriculum, teacher orientation, and discussing of RE concerns.

This year's RE theme was Gather the Spirit. We continued to build upon two initiatives that were started last year. These are the Family Activities and Parent Gatherings that focus on bringing together families with a focus on increase social opportunities for parents and children and to help them develop meaningful church connections in their busy lives.

CYC helped coordinate activities each month. These activities were planned with families in mind, but were also open to anyone in the UUSIC community. To help get the word out CYC made signs every two months that highlighted the activities taking place as well as sending out postcards with this same information to all families who have children enrolled in RE.

Family Activities (referred to as Second Saturday) included:

- November: Campfire and Chili cookout at Kent Park
- January: Hawkeye Women's Basketball Game
- March: Bowling at Colonial Lanes
- May: Nature Walk at Indian Hills Park

Parent gatherings included:

- October: Orientation to new RE curriculum
- December: Meditation strategies for the busy holiday season
- February: Making a habit of Kindness
- April: RE questions and Answer session

Intergenerational events including:

- October: Halloween FUUN Night with a meal, games, haunted house and pumpkins donated to the domestic violence intervention program & Fun Run for the Schools
- December: Traditional Hanging of the Greens with a meal, decorating of ornaments for the tree in Channing Hall and making of holidays cards for local veterans which were then handed out at VA Hospital.

Annual RE Events:

- February: RE Open House
- May: RE Teacher Reception

Multi-age programming for services with no RE:

- November: Made dog biscuits for the Animal Shelter
- March: Made "Grow and Extra Row" packets to encourage people to donate food from their gardens to the Crisis Center Food Bank.

The CYC was happy to continue our collaboration with other UUSIC groups this year. The Stewardship Committee and the CYC worked together to make the Labor Day picnic family-friendly. The Campus Ministry supported the Halloween FUUN Night by providing a spooky haunted house. RE supported the social justice group by making posters for the Crop Walk. We look forward to further collaboration across multiple groups in order to build on the shared work of the UUSIC in the year to come.

For the 2012-2013 academic year, the CYC has chosen to continue with the Tapestry of Faith curriculum for preschool—6th grade classes. This past year it has worked well in most of the classes. However, because the curriculum lacks picture books and other student friendly experiences for the younger ages there will be some changes made for next year for the lower age ranges. The curricula is always supplemented by activities to help young people become more active in the church and greater community in the areas of stewardship,

CYC Report, cont.

worship, multi-generational activities, service projects, and the meeting of the minister.

In addition to a new curriculum, CYC continues to find ways to support the teacher's growth and teaching experience. The CYC has identified multiple people in the UUSIC community who are willing to observe classrooms and offer suggestions related to student behavior, classroom management, or including diverse student learning needs. This new group has worked with at least one classroom this year.

Because of the increased enrollment at the 9:30 service this year, next year RE will be divided into one pre-K classroom and one grades 1 – 3 classroom for the 9:30am service. This past year these groups were combined which offered some challenges for the teachers since the age span was 3 up to third grade. It is anticipated that breaking this class into two groups will help facilitate the curriculum and better meet the needs of the students while making it an enjoyable experience for the teachers.
—Michelle Hosp

Dances of Universal Peace



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

the world's spiritual traditions.

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

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 explores the same monthly topic, meeting once a month. Groups are facilitated by two trained facilitators. The facilitators meet several times a year to select topics for upcoming months, to plan the annual All-Covenant Group Potluck, and to discuss any issues that may have arisen with respect to the groups

There are currently six covenant groups and approximately 68 active members. In the past we have recruited new members by announcing the program during the service once or twice a year and by inviting interested people to the All-Covenant Group Potluck. In addition, this year a Covenant Group display was included in the Committee Fair, various facilitators wear tags each Sunday reading "Ask Me About Covenant Groups," updates are included in the monthly UU News and occasionally in the Order of Service, and covenant groups are discussed during New Member Orientation.

Covenant groups continue to do service projects as opportunities to act on our UU and individual principles. Some of the projects have included weeding the UU courtyard garden and planting the flower boxes, washing windows in Channing Hall, providing home-cooked meals for the city-wide Free Lunch program or the UU Campus Ministry group, and helping homeless children make gingerbread houses during the holidays. Groups often volunteer to provide a month of ushering and/or prepare and serve coffee between services. The goal is for each group to complete two meaningful service projects each year.

We would like to continue adding members and groups so the Covenant Group Program remains a vital part of the UUSIC community. Jan Locher serves as the Covenant Group Membership resource.

—Phil Beck & Debbie Johnson

Free Lunch Program

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

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

Past Year's Achievements:

- Offered hot nutritious meals on the second Friday of the month.
- Used “Theme Lunches” to ensure all guests received a serving of the special entrée.
- Green practices, such as composting, and recycling materials used for the meal.
- Health practices followed for food safety such as wearing gloves on the serving line, effective hand washing, use of the hand sanitizer, and sanitizing dishes used following the directions on the dishwasher.
- Invited new volunteer involvement through the UU News articles.
- Participated in the Committee Fair in February and had several people indicate a desire to participate in the Free Lunch Program with UUSIC.
- Supported each committee member through acknowledging joys and concerns.
- Welcomed youth and children into the program, along with Rev. Steven Protzman, our newly settled minister as of August 2011.
- Kept our expenses very low by having more volunteers donate most of the food items and using the surplus donations from the Free Lunch pantry.
- Updated and continued to edit the email list to use for communication and coordination among our volunteers.
- Continued our involvement with the annual IC-FLP Christmas dinner.
- Distributed information initiated by Mary Palmberg, the Coordinator of the Free Lunch Program. This

included requests for extra volunteers on days when a serving group was shorthanded; UUSIC often responded to these requests.

- Several members of our UUSIC committee helped at the Rummage in the Ramp, with proceeds divided among the groups helping, including Free Lunch.
- Increased interaction with the meal guests at the tables.
- Utilized the increased number of volunteers by having tasks divided up, with addition to a “fresh” clean up crew.
- July potluck at Bonnie Penno’s home for a casual gathering of all the members and their guests.
- Provided the set up, serving, and clean up for Coffee Hour the four Sundays in February.
- Continued to submit monthly reports to the UU Administrator for the Newsletter.
- Maintained the Free Lunch historical materials in a safe container.
- Monitored the Checking Account held at the University of Iowa Credit Union.
- Jeanette Carter continues to serve on the Free Lunch Board.

Next 12-15 Month Goals:

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

Long Term Goals:

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

—Bonnie Penno

Green Sanctuary

Membership: Jeanette Carter, Arnold Lindaman, Mark NeuCollins, Carol Throckmorton, Nancy Lynch, Deb Schoelerman, chair

The mission of the Green Sanctuary Committee is to raise the congregation's awareness of and commitment to the Seventh Principle, Respect for the interdependent web of all existence of which we are a part; to encourage life style changes in accordance with that principle; to foster a congregational commitment to become a Green Sanctuary as defined by the UUA, and to reach out to our community to support action on facing climate change.

We maintain our membership in Iowa Interfaith Power and Light, the statewide organization of faith organizations in Iowa whose mission is to mobilize the religious community to become leaders in the fight against global warming through education, assistance with carbon footprints reductions, and advocacy for sustainable policies. We are also members of the UUME, Unitarian Universalist Ministry for the Earth.

We arranged for an energy audit for the building and when we receive the results, we will work with Building and Grounds to make changes and improvements when and where possible.

Our committee presented a policy statement to the Board of Trustees that includes guidelines for church decisions regarding the building and the purchase of products that are that promote environmentally friendly and sustainable practices.

In March we formally joined forces with Summer of Solutions the Iowa City grassroots organization. The group, mostly high school and college age students will use UUSIC as their summer base. Projects this summer include weatherization of homes, networking the community gardens and creating public art for them.

On April 22nd our committee presented the Earth Day Sunday Service. Our speaker this year was Eleanor Marshall, a youth member of UUSIC and of Summer of Solutions.

We continue to work toward official Green Sanctuary certification with the UUA. —Deb Schoelerman

Interweave

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

Past Year Achievements:

- We participated in Marriage Equality forums.
- We helped with the marriages of LBGQTQ 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 have representation at Connections.
- We were active participants in Pride Month.
- We marched in the Pride Parade carrying our UU Pride Banners.
- We attended political meetings, and stayed informed of political events.
- We hosted events that entertained as well as educated the UUSIC community on LBGQTQ issues (films, discussions, dinners and game nights).
- We have a member (Tova Vitiello) who is now on the national Interweave Board (Interweave Continental)
- We have a member (Tova Vitiello) who is the editor of the national Interweave newsletter (Interweave Connect)

(cont. on next page)

Interweave, cont.

Goals For This Year:

We want to continue to achieve the above listed activities. We plan to organize social events for the LGBTQ community and encourage participation of allies. We will continue to remain connected to the Continental Interweave, and to maintain our chapter membership within the UUA organization. In order to help members establish closer connections to one another and the UU community, we will continue to hold numerous social events. We want to bring about Marriage Equality though out the U.S., and we will continue to work toward that goal.

Members:

Brisben, Joe; Butler, Amy; Curtin, Barb; Dancel, Christie; Durke, Rebecca; Elson, John (co-chair); Fisher, Linda; Johnson, Jessica; Klein, Betsy; Klein, Garry; Lefever, April; Messer, Kathryn; Noyes, Liz; Pader, Stan; Reese, Jean; Ullerich, Theresa; Vitiello, Tova (co-chair) White, Susan; Yuskis, Mark

—John Elson and Tova Vitiello, co-chairs

Partner Church

The Partner Church Task Force strives to enhance awareness of our shared religious heritage with Unitarians in Transylvania by promoting our relationship with our sister church, Parochia Unitariana, in Janosfalva, Romania. We celebrate our relationship each winter by holding a traditional Hungarian dinner known as “the Festival of the First Bread.” Following the dinner, we present a program of eastern European culture and often an auction of Transylvanian crafts. This year we had a concert of cello music performed by Andrew Altmaier. The following Sunday, Rev. Protzman and Lois Cole, our education director, presented a program on the importance of Unitarianism in Transylvania. In addition, Tabitha Kaminsky performed Transylvanian music on the violin.

Past Year Achievements:

Thanks to the 2012 Festival of the First Bread and the following Sunday program, we raised slightly more than \$3,000. Our partner church plans to use the funds to purchase a van to transport the elderly members of

the congregation and to develop a potable water system for the village.

Next 12-15 Month Goals:

- Sponsor a tour in 2013 for our members to Hungary and Romania to experience the culture and a visit to Janosfalva.
- Hold a Festival of the First Bread in early 2013.

—Joe Brisben

Secular Humanists

The UU Secular Humanists group, in its tenth year, enjoyed a variety of discussions, films, presentations by guests, potlucks and service to the Society throughout the year. We meet on the third Tuesday of the month, except for January and the summer months.

Each meeting averaged 20-25 in attendance. We support the lifelong journey of mind and spirit in the Society’s mission statement by providing stimulating discussions and fellowship for our attendees.

Guest speakers in 2011-2012 included Susan Lay from Emma Goldman Clinic (religion and reproductive freedom) and Sarah Portogue (a former organizer for Onelowa, a group organized to fight against the attempt to unseat Iowa Supreme Court justices who ruled in favor of marriage equality). Susan Eberly led discussion of the book, *Why We Believe in Gods*. Two films, “God is Not On Trial Here Today” (the story of Vashti McCollum, who successfully challenged the practice of allowing religious instruction in public schools) and “No Dinosaurs in Heaven” (discusses the current practice of individuals getting science education degrees in order to teach creationism in schools) were shown. Our usual last meeting in spring has been an invitation to local legislators to discuss issues of attempts at religious intrusion into the Iowa General Assembly. We also had potlucks at the homes of Mark Yuskis, Gail McLure and Jeanette Carter.

We serve the Society by making coffee and lemonade on several Sunday mornings and reach out to humanist community members who might be encouraged to attend the Society as a result of their participation in our group.

Our goals for the future are to continue to explore current issues of importance to secular humanists and to continue to support each other on our journeys.

—Jeanette Carter

Social Justice Coordinating Committee

SJCC seeks to apply UU principles by coordinating projects and events related to social justice, offering information and education about issues of social inequality, and distributing funding to service organizations (selected by the congregation) that work toward social justice as a primary concern.

SJCC functions as a committee of the whole: Set agenda and convene meetings - Peg Bouska; Write and distribute minutes - Barbara Curtin; Treasurer - Gay Mikelson; Agency feature for UU News and Sunday bulletins - Peg; Newsletter articles - Diane Martin; Crop Walk organizer - Kathy Henderson; CRC liaison - Diane; Common Fund liaison - Carol Nordquist; Immigration activities and education (locally) - Mary McMurray and Vicki Siefers. Additional committee members include Jaia Rosenfels, Joe Brisben, and Andy Douglas. Many others participated in events and projects.

Past Year Achievements:

- Vicki Siefers, Sally Hartman and Deb Schoelerman led a six week series on Immigration in the Welcome Home Wednesdays program. It included discussion of *The Death of Josseline* by Margaret Regan, a UUA recommended book, and other topics such as the Postville raid, becoming a Sanctuary City, and discussing our role as a religious community in Iowa City.

- Crop Walk donors and walkers generated \$675 to fight world hunger, as well as helping to fund our local Crisis Center Food Bank. The UU Service Committee was one of the organizations that participants could designate.

- Our yearly Shelter House benefit luncheon was made possible with the help of 44 people who provided salads, desserts, bread, or drinks. In addition, 13 more volunteers did setup, serving or cleanup. Channing Hall was festive and lively on June 3 with many community guests; the food was delicious, and \$1000 raised for the shelter's operating expenses. Gay Mikelson and Mary McMurray continue on the SH Board.

- Book Bags: following the preparatory cutting by half a dozen volunteers, 16 sewers put together nearly 250 cloth school book bags in 2011 for Grant Wood school children. The Parkview congregation filled these bags

with the school supplies requested by the teachers, and with the cooperation of these two churches, every child was able to start the year with the necessary materials. We will continue to provide these colorful, practical bags for our partner school in the future.

- The Winter Clothing Drive sponsored annually by the CRC (Consultation of Religious Communities) took place in the early fall. UUSIC contributed 65 warm clothing items, plus some snowpants, boots and jackets that were delivered directly to Grant Wood School.

- Jean Hood and Dorothy Paul provided the congregation with an opportunity to support UNICEF, their favorite organization, by buying greeting cards, ordering gifts from the catalog, and making direct contributions. They raised about \$700 which was matched at UNICEF headquarters.

- Project Holiday included the usual opportunities for gifting: Toys for Children (85 kids' gifts), Crisis Center family food baskets, Elder Services help so elderly and disabled persons can remain in their homes, Night of Shelter for the homeless. Green gifts suggested were planting trees and donations for water filters for Guatemala.

Next 12-15 Month Goals:

- Determine a new meeting time for SJCC on an evening when the library is available.

- In spring 2012, invite the congregation to nominate agencies for a vote to choose the 12 which UUSIC will support for the next three to four years. Each organization receives the cash contributions and designated checks for a month every year. The vote will take place in time to have the organizations chosen prior to January 2013.

- Continue Immigration education and action locally and beyond.

- Coordinate an intergenerational community work day in spring or summer 2012. —Gay Mikelson

SJCC, cont.

SJCC 2011-2012 Funds:

| | |
|---------------------|---------|
| Balance on 12/31/10 | \$1,038 |
| Balance on 12/31/11 | \$647 |

Disbursements from Cash

| | |
|------------------------------|-----------------|
| Free Dental | \$1,100 |
| DVIP | \$1,000 |
| Uptown Bill's | \$980 |
| Elder Services | \$1,250 |
| T2T | \$1,300 |
| Crisis Center | \$900 |
| Free Medical | \$1,000 |
| UAY | \$1,150 |
| Emma Goldman | \$1,500 |
| NAMI | \$1,400 |
| Shelter House | \$1,300 |
| Free Lunch | \$1,200 |
| Common Fund of CRC | \$1,000 |
| Two youth trips to Guatemala | \$600 |
| Books, cards, misc. | \$170 |
| Total: | \$15,850 |

Other UUSIC Fundraising

| | |
|---------------------------------|----------------|
| Partner Church | \$3,072 |
| UUSC/Japan Relief | \$100 |
| Crop Walk | \$675 |
| UNIFEM | \$400 |
| SH Benefit Luncheon | \$1,000 |
| Book Bags for Grant Wood School | \$440 |
| UUA Association Sunday | \$900 |
| UNICEF | \$701 |
| UNICEF Boxes (RE) | \$75 |
| Guatemala water filters | \$640 |
| MOE Holiday Sale | \$700 |
| Total: | \$8,703 |

SJCC 2011 TOTAL GIVING \$24,553

Welcome Home Wednesdays

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

Fall 2011 Classes:

- Transitions; End of Life Planning—
A "Passing Fancy"?
- Peace, Love, and Yarn
- Nia
- Art Journaling as a Spiritual Practice
- Emerson, Then, and Now
- Drum Circle - Cliff Missen (2 sessions)

Winter 2012 Classes:

- Relationship as a Spiritual Practice
- Drawn to Felt
- Basic Line Dancing
- Immigration: From Study to Action
- Six Bible All-Stars
- Drum Circle - Cliff Missen (2 sessions)

Committee Members: Lois Cole, Mary Jepsen, Gary Lawrenson, Lucy Choisser, Carol Throckmorton, Christina Randall, Susan Salterberg, Marianne Mason, Gail Garwood, Wendy Brown, Linda Rice

Meetings: Our committee meets about four times per year. We meet once in late summer to finalize classes and plan for the fall session, after the fall session to evaluate and plan for the winter session, in January to finalize winter class offerings, and after the winter session to evaluate and to look ahead to plan for the next falls' WHW classes. We meet on Wednesday nights for about two hours each meeting. We continue to work well as a committee, to be very efficient in our planning sessions, planning most things through email, rather than hosting a lot of meetings.

Welcome Home Wednesdays, cont.

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. Those planning 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 wonderful, creative cook, Liz Weinberg, buys most of the ingredients for our meals at the New Pioneer food coop. To continue the Green theme, the committee uses no disposables in serving the meals, and we plan to offer only a vegetarian option for our fall meals in 2012. We invite members of the community to attend our classes. This fall our goal is to explore new and better ways to advertise our WHW classes to the community.

—Linda Rice

Worship Associates

The Worship Associates are UUSIC members who work with the minister to plan and conduct worship services and develop their skills in creating and leading worship. On those Sundays when Rev. Steven Protzman is in the pulpit, Worship Associates welcome members and visitors, lead the congregation in the words to accompany the lighting of the chalice, encourage the giving and receiving of the offering, and deliver the readings. On other Sundays the Worship Associates lead the service or help identify and recruit guest speakers or programs.

The 2011-2012 Worship Associates were Sharon Booker, Susan Boyd, Liz Noyes, Alison Oliver, Jim Olson, Shay O'Reilly, Bonnie Penno, Rai Takuhisa, Chris Taylor, Peg Volker, and Liz Weinberg. They met monthly with Steven Protzman to plan upcoming services. In addition, during 2011-2012 the Associates held two retreats, one devoted to the sharing favorite poetry and the other featuring rituals prepared by each member. These retreats provided experience in creating and planning worship experiences.

During the 2011-2012 program year, the Worship Associates and Rev. Steven Protzman developed a liturgical calendar with a theme for each month:

September – Community
October – The Circle of Life
November – Gratitude
December – Darkness and Light
January – Roots and Wings
February – Love
March – Ambiguity
April – Transformation
May – Nature

Worship Associates participated in 39 Sunday services and the Christmas Eve Service in 2011-12. One member of our group, Shay O'Reilly, preached at three services, and we are proud that he will begin studies at Union Theological Seminary next fall. Three Worship Associates (Jim Olson, Shay O'Reilly, and Bonnie Penno) led worship during the Welcome Home Wednesday series in February and March.

“Way Stations on the Journey” has been selected as the theme for the 2012 summer services and the Worship Associates have extended an invitation to members who would be interested in presenting a service on this theme. The summer will begin and conclude with services at City Park, on May 27 and September 2.

—Jim Olson

FINANCE GROUPS: Finance Report

This was a satisfactory year for UUSIC finances. As the attached 2011 Income and Expense Summary indicates, it was not a typical year because we transitioned from an interim to a settled minister.

Operating income was \$6,365 below budget while operating expenses were \$19,348 below budget. This resulted in a surplus (net ordinary income) of \$12,984 for the year.

We fell about \$8,000 short of our budgeted total pledge donation amount. This appears to be due to an overly optimistic prediction of pledge contributions, rather than a collection of what was actually pledged. I'm proud to report we received an outstanding 99% of the pledged amount for 2011.

The operating expense shortfall was due to good fiscal management from the Society's committees, staff and board as well as some fortuitous events. We were under our budgeted amount in almost all categories and benefited from circumstances in our change of ministers which led to significant unspent budget in the areas of minister benefits and search expenses. Several other areas where expenses were significantly under budget include Building & Grounds, Utilities & Insurance, Membership Committee, and Total Professional Expense Allowance. Without the almost \$12,000 in unspent budget allocated to the minister transition it would have been about a break-even year.

However, the above results were based on only paying \$10,000 in Denominational Expenses (Universalist Unitarian Association and Prairie Star District dues) which were short of our total "fair share" amount of \$20,800. Our goal is to pay our fair share amount by the 2013 fiscal year.

Operating income for 2011 was about \$15,000 less than 2010 while expenses were about \$8,000 less. The 2012 budget has set operating income and expenses at \$341,600. This is an increase of about \$16,000 over the actual 2011 income which is supported by the best pledge drive in our history with pledges totaling over \$300,000.

The Society's cash reserves for 2011 increased by almost \$13,000 as a result of the savings in operation expenses. The Society's endowment assets also increased by about \$34,000. Our total equity (total assets minus total liabilities) is \$761,302.

Overall, our Society is in good financial shape with adequate reserves and a rather large and growing endowment. This has not always been so and is the result of good fiscal management for the past several years. I'm optimistic we will continue this pattern as our congregation continues to be supportive of the Society and its goals. Thank you for your commitment to and support of our Society.

—Doug Wallace, UUSIC Treasurer

2011 Actual vs. Budget Income and Expense Summary

| | Actual | Budget |
|--------------------------------------|--------------------------|-------------------|
| Income | | |
| Total Pledges and Donations | \$ 290,822 | \$ 300,400 |
| Total Other Revenues | \$ 34,962 | \$ 31,750 |
| Total Income | <u>\$ 325,785</u> | \$ 332,150 |
| Expenses | | |
| Total Religious Services | \$ 937 | \$ 1,400 |
| Total LifeSpan Religious Education | \$ 4,911 | \$ 4,950 |
| Total Adult Programs | \$ 3,854 | \$ 3,925 |
| Total Membership Committee | \$ 297 | \$ 1,525 |
| Total Endowment | \$ 495 | \$ 400 |
| Total UU Board | \$ 11,698 | \$ 13,500 |
| Total Denominational Expenses | \$ 10,000 | \$ 10,350 |
| Total Salaries & Wages | \$ 164,208 | \$ 162,165 |
| Total Employee Benefits | \$ 54,417 | \$ 64,090 |
| Total Professional Expense Allowance | \$ 7,478 | \$ 9,141 |
| Total Administrative | \$ 33,186 | \$ 34,247 |
| Total Volunteer & Unicare Expenses | \$ 69 | \$ 400 |
| Total Library and Historical Records | \$ (67) | \$ 200 |
| Total Canvass Expenses | \$ 389 | \$ 350 |
| Total Special Projects | \$ 219 | \$ 300 |
| Total Building & Grounds | \$ 4,833 | \$ 7,431 |
| Total Utilities & Insurance | \$ 15,878 | \$ 17,776 |
| Total Expense | <u>\$ 312,802</u> | \$ 332,150 |
| Net Ordinary Income | \$ 12,984 | |

Endowment Committee

Endowment Committee members are elected for 5 year terms with one member rotating off every year. Current members are John Raley, Jean Hood, Nancy Lynch, Chuck Whiteman, and Alice Atkinson. We often met monthly and more frequently when needed. 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.

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.

Other restricted funds overseen by the committee include the Music Enhancement Fund, the Accessibility Fund and individually donated restricted funds such as the Wittaker and Carr Funds (held at the UUA) and the Bristol fund held at the UUSIC.

The Endowment Committee is charged with identifying ways to increase the Endowment Fund through education and preservation of capital for future needs. A new investment policy was put in place this year by our Financial Advisor and has reduced management costs and decreased risk in the short term market. We held a successful Endowment party and raised over \$3,500 for the general endowment fund. We developed plans for an educational outreach program to encourage deferred giving via the Chalice Society.

We refined documentation of Endowment Fund Policies and Procedural Policies and these were approved by the UUSIC Board. These documents will make our responsibilities more transparent to all members. Our long term goals are to increase the endowment funds to a level of one million dollars, and create investments that will allow the Society to reach the mission and vision goals of the organization.

—Alice Atkinson

Stewardship Committee



The pledge campaign for the 2012 calendar year was a rousing success. We raised over \$311,000.00--the most ever raised in this congregation as far as we can tell.

Our theme this year was “Gather the spirit”. We began the campaign on Sept. 18 and ended the campaign on Oct. 16. We had small group dinners in homes on two nights - Oct. 8 and Oct. 14. Pledge campaign publicity was sent via the weekly email announcements, Sunday morning order of service, and the monthly newsletter.

During November and December we followed up with phone calls to those we had not heard from. We ended up with 192 pledges and an average pledge of \$1,623. We had 23 new pledges and lost 16 for a net gain of 7. Part of our success was that the new pledges pledged at a higher rate than the group we lost and more people than in the past increased their pledge rather than stay the same.

Thanks to everyone who made a pledge for 2012. Stewardship committee members: Dave Martin, Gary Lawrenson, Kelly O’Berry, Lisa Lepic, Carol Throckmorton, Jim Olsen, Tom McMurray, Chris Taylor.
—Dave Martin

BUILDING: Building & Grounds

The Buildings and Grounds Work Crew completed a number of tasks this past year. Members and friends who served on this crew this past year are: Arnold Lindaman, Sue Eberly, Lee Eberly, Dan Gall, Mary Kathryn Wallace, Doug Wallace, Theresa Ullerich, John Elson, Diane Martin, Nancy Purington, Mary McMurray, Tom McMurray, Lois Huges, Merle Ihne, Jeanette Carter, Sherry Dolash, Jean Reese, Sharon Booker, Bonnie Penno, Nita Kosier, Kathy Henderson, Vicki Siefers, Sally Hartman, Elizabeth Weinberg, Carol Throckmorton, Jan Locher, Steve Locher, Al Hood, Jim Laughlin, Cory Stover, Gay Mikelson, Pete Brokaw, Dorothy Paul-Petersen, First Thursday Covenant Group, Julia Wasson, Joe Hennager, Gail Garwood, Elaine Mahler, Phil Beck, Gary Lawrenson, Rick Bradshaw, Kurt Hamann, Jim Laughlin, John Jennewein, Jill Stephenson, Deb Schoelerman and Adam Tatro. (My sincere apologies to anyone whose name has been inadvertently omitted.) Chairing The Buildings and Grounds Committee are Kurt Hamann and Adam Tatro.

The Spring and Fall cleanup days went well and we are grateful for all the volunteers who made it a success. As with previous years we are saving around \$1,000 cleaning the carpets with the assistance of our members. In the early summer a group of RE parents worked together to paint the Preschool room. In December the First Thursday Covenant Group took on the task of painting the classroom for the students in grade 1-3.

Among the many tasks completed by the B&G committee are:

- Repair of the latch on the north boiler room
- Replacing the faucet in the library sink
- Repair of the leaky faucet in the 2nd floor Worthley House bathroom
- New faucet head in the kitchen sink
- Installed new Garbage disposal
- Placing screens over the high windows in the west wall of the sanctuary to keep the birds and the bats out
- Repaired the Iowa Avenue facing sign twice
- The stained glass window in the Iowa avenue east entrance was repaired
- A classroom window was repaired
- Worthley House roof was inspected twice and some leaks were repaired there

- Installation of new shades in the nursery
- Toddlers and teen room windows in Worthley House
- Insulation of the library windows done in conjunction with the Green Sanctuary committee
- Following a break-in, the changing of the locks and the installation of a new safe in the Administrator's office

—Adam Tatro



The First Thursday Covenant Group painted RE room #35 with bold and beautiful colors, making it a cheery classroom.

Space Committee

Members: Jim Laughlin, Vicki Siefers, Deb Schoelerman, Lois Cole.

The general goal of the committee is to coordinate the utilization of the space in our Society buildings and on the Grounds in a manner that promotes the functions of our Society.

This year two classroom rooms were painted – the preschool room on the lower level and the 1-3 class room on the 3rd floor. New window blinds were installed in the senior hi room, the preschool, and the nursery.

The Committee is also working with the Historical Records Committee and the Aesthetics Committee for the placement of new display cabinet for historical documents.

—Deb Schoelerman

ADMINISTRATIVE: Historical Records

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

The UUSIC Historical Records Committee meets as needed to plan or work on projects to preserve and disseminate historically significant information about UUSIC. During the past year, we have worked on the following projects:

- We have created a UUSIC Digital Archive containing audio recordings, documents, and photographs of importance to the society. We have scanned annual reports for the past 50 years and are working at scanning available newsletters from the past 30 years. We are investigating ways to make this digital archive accessible to members and friends.
- We have researched, written, and published in the UU News the following articles:
 - “From Within These Walls: Charles Davidson and the UUA” (October)
 - “Celebrating Martin Luther King, Jr. Day: Recalling Civil Rights Activities at UUSIC” (January)
 - “UUSIC and Marriage Equality: A Brief History of Our Congregation’s Commitment to Standing on the Side of Love” (April)
- We have created an exhibit related to each of the newsletter articles for the small display case in the Fireside Room.
- We have sorted and organized two boxes of religious education materials and a box of materials donated by Barbara Haring.
- We have acquired two boxes of materials, which remain to be sorted, from the family of Charles Davidson.
- We have identified two boxes of materials to be transferred to Special Collections at the State Historical Society of Iowa in Iowa City.

We continue to work with the Space Utilization Committee to try to identify a location for a larger display case, which Lee Eberly has agreed to build if an appropriate location can be found. We currently have \$400 to spend on this project.

Plans for future newsletter articles and for additional work with photographs are being made. As always, our main focus is to work to preserve and share our society’s rich past with both current members and future generations.

—Marilyn Jennewein

Volunteers

The very small office that Music Director Barbara Buddin and the office volunteers have shared now includes our new Membership Coordinator, Carol Throckmorton. Needless to say, it’s a tight squeeze, but we’re managing quite nicely. (It helps that we’re all cooperative and flexible UUs.)

We continue to enjoy assisting Tyler as well as other staff as they request help with their work.

—Gay Mikelson

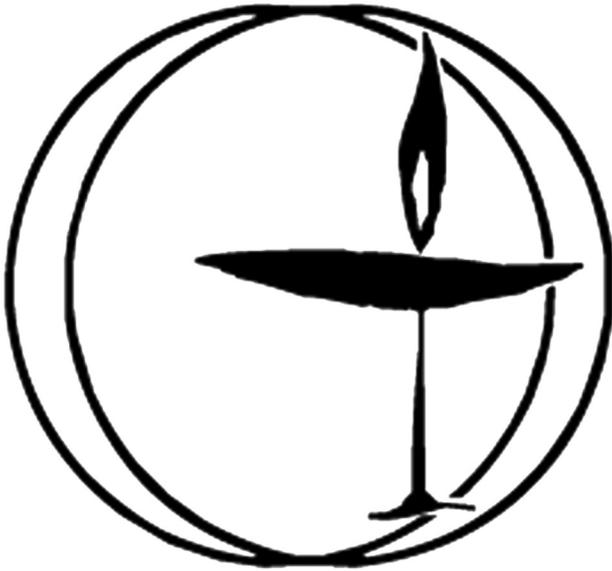
Thank you to the Ministerial Search Committee!



UUSIC's Ministerial Search Committee meets for the last time with Rev. Steven Protzman in September to celebrate a successful search!



*The Intergenerational Holiday Play
"The Christmas Candle" on Dec. 18*



MISSION STATEMENT:

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

Mission Goals:

(Adopted May 20, 2007)

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