UNITARIAN UNIVERSALIST FELLOWSHIP OF DUBUQUE

Annual Report

2022

Mission: To provide a welcoming community that inspires growth by encouraging individuals and families to examine their religious and spiritual beliefs, to explore new ideas, to share our journeys, to respect and enjoy each other's differences, and to be active and supportive in the community that surrounds us.

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Table of Contents

Agenda of 2022 Annual Business Meeting **3**
Minutes of 2021 Annual Business Meeting **4**
President's Report **6**
Treasurer's Report **6**
2022 Financial Report **7**
2023 Budget Proposal **8**
Fellowship Life: Board of Trustees **9**
Buildings & Grounds Committee **10**
Care Committee **10**
Finance Committee **10**
Library Committee **11**
Long-Range Planning Committee **12**
Membership Committee **12**
Program Committee **13**
Religious Exploration (RE) Committee **15**
Social Action Committee **16**
Teams **17**
Building Rehabilitation: Board of Trustees **18**
Construction Oversight Work Group **19**
Fundraising Work Group **20**
Interior Design Work Group **21**
Board Elections **22**

2022 Board of Trustees

President: Marian Maciej-Hiner (2022-2023)
Treasurer: Jerry Guenther (2021-2022)
Secretary: Wendy Woodhouse (2022-2023)
Trustee (2 Year): Diane Baker (2021-2022)
Trustee (2 Year): Linda Ressler (2022-2023)
Trustee (1 Year): Gail Guenther (2022)

Agenda of 2022 Annual Business Meeting

Sunday, November 13, 2022 – 11:00am-12:00pm
(in-person and via Zoom)

1) Call to order – Marian Maciej-Hiner, President
2) Member Count (in-person and via Zoom) – Wendy Woodhouse, Secretary
3) Reports
    a. 2021 Annual Meeting Minutes/approval – Wendy Woodhouse
    b. 2022 Review and 2023 Priorities – Marian Maciej-Hiner
    c. 2022 Budget Update and 2023 Budget Proposal/approval – Jerry Guenther, Treasurer
4) 2023 Goals
    a. Congregation Dreams and Wishes – Samuel Felderman, Interfaith Minister, Facilitator
5) Action Items
    a. Nomination/Election of Board positions (only members vote) – Marian Maciej-Hiner
    b. Committee Member Recruitment – Linda Ressler, Trustee
6) Information
    a. Building Rehabilitation Project: Completion December 2022; Celebration Spring 2023
    b. Leadership Retreat (Board Members and Committee Chairs): January 2023
    c. 2023 UUA General Assembly: June 21-25, 2023 – Pittsburgh, PA
    d. Denominational Stewardship: Gold Star Congregation
7) Adjourn

Minutes of 2021 Annual Business Meeting

Sunday, November 14, 2021 – 10:00-11:30am via Zoom

In Attendance: John Butler (friend), Alice Butler (friend), Marian Maciej-Hiner, Jerry Guenther, Gail Guenther, Cyndi Hartley, Mark Stevens, Tam Prenosil, Pam Kress-Dunn, Bob Dunn, Mary Ellyn Jensen, Laura Hoffman, Calvin Gatch (friend), Barbara Gatch (friend), RRS Stewart, Jo Ellen Langerman, Mary Nevans-Pederson, Sara Zaccaro, Alyssa Zasada, Nancy Turner, Jean Becker, Frank Potter, Karen Buechele, Sandy Nickel, Julia Omarzu, Louise Thurn (friend), Wendy Woodhouse, Jeanne Harrington, Linda Ressler, Amy Ressler, Carol Smart, Merilyn Tommaro, Ann Ernst, Marilyn Schroeder, Tom Griep (30 members)

1) Call to order – Marian Maciej-Hiner, President
2) Chalice Lighting – Jerry Guenther, Treasurer
3) Member Count – Katie Heil, Secretary
4) Reports
    a. 2020 Annual Meeting Minutes – Katie Heil approved
    b. 2021 In Review – Marian Maciej-Hiner
        i. Living with Covid - there's a wide range of risk tolerance within our communities
        ii. Holding hybrid services during the summer and planning to resume that soon
        iii. Spiritual leadership - work of the spiritual leadership team to determine our needs and resources and the work of Samuel
        iv. Building project - we exceeded our fundraising goal, brought in $65,000 in grants, and were approved for state historic tax credits
        v. Construction started in October and receiving biweekly progress reports that are posted on our website
        vi. Board serving congregation in two capacities - the life of the congregation and the building restoration project
        vii. Board has a covenant with each member for making decisions in the best interest of everyone and to uphold commitment to active listening and engagement and transparency
    c. 2021 Budget Update and 2022 Budget Proposal – Jerry Guenther
        i. Quick books is outdated and will need to be replaced - we have the money in our budget
        ii. We have a few major bills left this year - dues to UUA and insurance payments
        iii. Still look to be under budget this year - even with paying off our mortgage!!
        iv. Ministerial functions added to the budget for $5,000
        v. Facility rental added to the budget for $4,000
        vi. Social Action Committee now gets $300
        vii. UUA fees should be going down every year (around 10% until we reach a little over $2,000)
        viii. We spent everything in the building fund to pay off our mortgage
        ix. Will continue to need a building fund for upkeep things - budgeted $5,000 for it
        x. Total expenses $40,000
        xi. This year anticipated $38,000 for income and should make that (about $3,500 short right now)

xii. Have $9,5000 in checking account as buffer
xiii. We are generally under budget and build up that cushion every year
xiv. Question: The interior of the church is not covered in the pledges (for the building restoration) such as seating and lighting - should that be included in the building fund?
xv. Answer: When we formed the interior design work group we told them we didn't have a budget. There are a couple of ways to approach it. We could ask people to pledge something to cover those interior aspects as part of the operating budget. We've also talked to the fundraising work group to focus on other grant opportunities that might be available for things like technology. A lot depends on how much money we are going to have left over from what has been raised and is that something we can come to a consensus with to spend on these things. We hope not to ask for additional money from the congregation.
xvi. Question: I'm trying to separate what the restoration project is and is not doing on the interior.
xvii. Answer: They are doing what is part of the building (stage, ceiling) and we are doing what is moveable - like the lights, chairs, appliances
xviii. Budget Unanimously approved

5) Recognition of volunteers
    a. Board, Committees, Work Groups, Teams, Coordinators – Linda Ressler, Trustee
    b. Volunteer Opportunities and Recruitment – Linda Ressler
        i. Care committee is looking for a chair
6) Information
    a. Denominational Stewardship: Gold Star Congregation – Jerry Guenther
        i. We have consistently met our dues to the UUA
    b. Other Business – Marian Maciej-Hiner
7) Action Items
    a. Nomination/Election of Board positions
        i. President - Marian Maciej-Hiner
        ii. Secretary - Wendy Woodhouse
        iii. 2-year Trustee - Linda Ressler
        iv. 1-year Trustee - Gail Guenther
8) Announcements
    a. 2022 UUA General Assembly: June 22 - 26, 2022 in Portland, Oregon
    b. UUFD Building Rehabilitation Project Celebration: July 2022!!!
9) Chalice Extinguishing – Jerry Guenther
10) Adjourn - Jerry moved at 11:35 am, Sandy seconded
    Unanimously approved

Respectfully submitted by Katie Heil, Board Secretary

President's Report

Fellowship Life
"Our Fellowship community is thriving, thanks to all of you! Reading through the pages of this Report, you can **feel** the energy – the passion to serve – the strength of capable, committed, caring people working together to tend to our congregational life."

I said this a year ago, and it's worth repeating – because it is a testament to our determination, our cohesiveness as a community, and our resilience that we not only survived but are thriving, after two incredibly challenging years of the pandemic and a major rehabilitation project.

Services
We've been meeting in-person since March, renting the St. John's Episcopal Church Parish House Chapel – serving the congregation with both in-person and Zoom – "hybrid" services – to allow people who are unable to attend or who choose to connect from a distance to still be part of our Fellowship community.

Spiritual Leadership
Congratulations to Samuel Felderman on his ordination as an interfaith minister! We're grateful for the enlightening and thought-provoking monthly reflections Samuel provides.

Building Project
There have been many unplanned developments with the project – challenging ones, such as the structural issues found during demolition – and exciting ones, with the discovery of the Time Capsule and reveal of the unique and beautiful painting on the East wing ceiling! But with the help of our partners, we worked through everything and anticipate being back in our building by the end of the year!

We are grateful to the Gronen Team – it's evident that their employees and contracted vendors have high standards for workmanship. Every aspect of the project is done with care and pride – plastered ceilings and walls, restored windows and doors, new roof and siding, masonry, plumbing and electrical. They also made improvements to meet code and to give us easier access for maintenance in the future.

They are breathing new life into our church home – a bright star in the Jackson Park neighborhood.

Treasurer's Report

General Fund Update – Through November 1, 2022:
Income: $42,371 *
Expenses: $34,665 **
Difference: $7,706

* Income includes approximately $5,000 advance payment for 2023 Operating Budget.
** Expenses include $3,400 payment for 1/2 cost of new chairs by realigning 2022 budget lines. Also included was $5,000 set aside for a Building Fund, for future facility needs.

Building Project Update – Through November 9, 2022:
We have paid about $1.3 million in expenses, another $800,000 projected. We have $750,000 (includes the Bridge Loan) to cover that. Any shortfall will be carried by Gronen until we receive Tax Credits.

A complete 2022 Financial Report will be sent after the end of our fiscal year – December 31, 2022. (Due to converting to a new version of QuickBooks in 2023, the report was finalized in March 2024)

2022 Financial Report

INCOME	BUDGET	ACTUAL
Annual Pledges	$35,000	$34,568
Other Contributions	$ 5,000	$ 9.627
TOTAL INCOME	**$40,000**	**$44,195**

EXPENSES	BUDGET	ACTUAL
Administration		
Facilities (utilities, repairs)	$12,000	$15,691*
Supplies & Miscellaneous (PayPal, etc.)	$ 1,175	$ 845
Phone & Computer	$ 800	$ 871
Leadership Development	$ 1,000	0
Facility Rental	$ 4,000	$ 4,450
Ministerial Functions	$ 5,000	0
Workers Comp Insurance	$ 225	$ 218
Sub-total	***$24,200***	***$22,075***
Sunday Services		
Guest Ministers & Speakers	$ 5,200	$ 3,950
Child Care	$ 600	0
Music	$ 100	0
Sunday Service (printing, etc.)	$ 100	$ 317
Sub-total	***$ 6,000***	***$ 4,267***
Other Committee Programs		
Buildings & Grounds	$ 100	0
Care Committee	$ 100	0
Library	$ 200	$ 200
Long-Range Planning	$ 100	0
Membership	$ 300	$ 177
Religious Exploration	$ 300	$ 300
Social Action	$ 300	$ 300
Sub-total	***$ 1,400***	***$ 977***
Denomination and Community Connection		
Dubuque Branch - NAACP	$ 150	$ 30
Dubuque Area Congregations United	$ 150	$ 150
Iowa UU Witness Advocacy Network	$ 100	$ 100
Unitarian Universalist Association	$ 3,000	$ 2,908
Sub-total	***$ 3,400***	***$ 3,188***
Total Operating Expenses	**$35,000**	**$30,507**

*This included $3,366 for new chairs and $1,851 for new appliances for the church that was unbudgeted.

NOTE:
Social Concerns - $2,140 was donated to various charities but was not budgeted because the amount is dependent upon Sunday service cash collections or special collections. It is not listed above as operating income or expenses.

Building Fund - $5,000 was transferred to the Building Fund savings account during 2022 and is not listed above.

2023 Budget Proposal

INCOME	
Annual Pledges	$35,000
Other Contributions	$ 5,000
TOTAL INCOME	**$40,000**
EXPENSES	
Administration	
Facilities (utilities, repairs)	$12,300
Supplies & Miscellaneous (PayPal, etc.)	$ 1,200
Phone	$ 800
Leadership Development	$ 1,000
Chairs	$ 3,400
Ministerial Functions	$ 5,000
Workers Comp Insurance	$ 300
Sub-total	***$24,000***
Sunday Services	
Guest Ministers & Speakers	$ 5,200
Child Care	$ 600
Music	$ 100
Sunday Service (printing, etc.)	$ 100
Sub-total	***$ 6,000***
Other Committee Programs	
Buildings & Grounds	$ 100
Care Committee	$ 100
Library	$ 300
Long-Range Planning	$ 100
Membership	$ 300
Religious Exploration	$ 300
Social Action	$ 300
Sub-total	***$ 1,500***
Denomination and Community Connection	
Dubuque Branch - NAACP	$ 150
Dubuque Area Congregations United	$ 150
Iowa UU Witness Advocacy Network	$ 100
UU@UN	$ 100
Unitarian Universalist Association	$ 3,000
Sub-total	***$ 3,500***
Total Operating Expenses	**$35,000**
Building Fund	**$ 5,000**
TOTAL EXPENSES	**$40,000**
TOTAL INCOME	**$40,000**
BALANCE	**0**

NOTE: There will be additional expenditures for Social Concerns, ie. Quarterly Charity or Thanksgiving Meal. These are not budgeted, and are dependent on Sunday service cash contributions or special collections.

Fellowship Life: Board of Trustees

Members:
Marian Maciej-Hiner, Wendy Woodhouse, Jerry Guenther, Diane Baker, Linda Ressler, Gail Guenther

The Board's role in **Fellowship Life Administration** involves overseeing the operation of the organization and sustaining the health and well-being of the Fellowship as a religious community.

2022 Accomplishments

Communication within the Fellowship

- Posted Board minutes in the Member section of the UUFD website
- Emphasized the important role of Committees in the life of the congregation, by devoting more time at monthly Board meetings to reviewing Committee Reports, calling attention to highlights and including report summaries in Board meeting minutes
- Started search for a Child Care Provider, for families with young children who attend Sunday service

Connection with the wider community

- Supported relationships established by committees and individuals within the Fellowship – with community groups such as Dubuque Branch NAACP, Multicultural Family Center, Key City Pride, Dubuque Area Congregations United

Construction of our building – our theology – and our community

- With input from the Building Reopening Team and the Program Committee, made the decision to return to in-person services in March – at St. John's Episcopal Church Parish House Chapel
- Reviewed the Spiritual Leadership Team's Plan for engaging the congregation in exploring models for UUFD's spiritual leadership – put on hold until the building rehabilitation project is completed
- Evaluated the available funds in the Operations Budget, and the impact of reallocating ~$7,000 of unspent budget to the purchase of chairs for the church – approved the purchase in November

2023 Priorities

- **Recruit Child Care Provider**
  When we return to our church home, we will have a beautiful room – with 2 windows bringing in natural light – for young children whose parents attend Sunday service
- **Bring Board Members and Committee Chairs together for Leadership Retreat**
  The last Leadership Retreat was held in February 2020, and the outcomes provided goals and direction throughout Covid and the building project. The Fellowship needs new goals and direction.
- **Ensure all committees have resources needed to carry out the Fellowship's mission**
  Care, Long Range Planning, Membership and Religious Exploration Committees are actively recruiting members – there may be other needs when we return to our church home
- **Work with congregation to determine direction for Spiritual Leadership**
  The Spiritual Leadership Team met with members and friends in 2020, to identify options and prepare a plan to move forward with exploring those options. The plan needs to be revisited.
- **Create a Team to lead the development of a Covenant of Right Relations**
  Many congregations have a "Covenant of Right Relations" to guide interpersonal interactions among members and friends – applying the 7 Principles to their specific needs and interests

Buildings & Grounds Committee

Members: Jon Luckstead, Craig Reber, and Frank Potter (chair)

Church
Due to the Restoration Project, we have nothing to report about our activities with the church.

Emerson House
The Gronen Restoration Team is redoing the exterior, including replacing the asphalt shingles with cedar ones. They pressure-washed exterior brick and repaired an extensive amount of mortar.

The Team bypassed the remnant lead pipe between the church and the Emerson House. They are determining what to do with the windows – they are not in good shape, with dry rot and cracked pane.

After the major plumbing changes were completed, Frank did some routine toilet repair, due to nonuse. The dehumidifier, as well as the furnace fan, was on all summer to keep the building dry.

When we work on the interior of the Emerson House, we have two unfinished rooms upstairs – one is used for storage and the other for storage of building materials plus a table with a vise for wood repairs.

Submitted by Frank Potter, Chair

Care Committee

Members: Jeanne Harrington, Wendy Woodhouse, Gail Guenther, Barbara Gatch

The Care Committee continues to respond to UU Fellowship members' needs as they arise. In 2022, Committee members did the following:

- Coordinated delivery of meals to those in need – through the "Meal Train"
- Sent cards to members and friends experiencing loss, illness and injury
- Extended condolences to members & friends who have lost family members – and invited Fellowship support, through email notices
- Encouraged visits and phone calls to those who are unable to attend Sunday services
- Provided guidelines for visiting those in nursing homes and care facilities, and for being sensitive to their situations

There is also a very caring network among all UU members and friends who relate information, concerns and actions on behalf of the Fellowship. The Committee is looking for additional members.

Finance Committee

Members: Gene Schaul, Merilyn Tommaro, Jerry Guenther (Chair)

Purpose: Fundraising, budgeting, pledge record-keeping, bookkeeping, audit, other financial tasks.

Goals:
- Budget, track, and report income and expenditures
- Plan and implement steps to remain financially solvent

Library Committee

Despite earnest goals to maintain and grow a library that our Fellowship would browse, take home, and read, it was rarely used this year. Doing service on Zoom for Covid-19, and then moving to St. John's while our building undergoes renovation, separated the Fellowship from the books for two years and seven months at the time this report was written. Several announcements were made to encourage members to browse the shelves after services on Sundays, but no interest was expressed. I did retrieve a few books when individuals requested them.

Here is a timeline of our long displacement from the physical church and library:

- March 2020 – Began Zoom due to Covid-19 (facilitated from Program Committee members' homes) while library remained at the church
- June to July 2020 – Returned for about six weeks for in-person services at church as Covid seemed to be lifting; some books were checked out
- August 2020 – Resumed Zoom services, again separating people from library
- March 2022 to present – In-person services at St. John's Parish House as the church building is restored/renovated; library was moved to Emerson House

Fewer books were added to the collection this year, mainly to support committee work and reflections given by Rev. Samuel Felderman. They were:

- ***Defund Fear***, Zach Norris (RE Committee request)
- ***A Good Neighbor's Guide to World Religions***, Rev. Samuel Felderman
- ***Pink, Blue and You***, by Elise Gravel (for children)
- ***Neighborhood Church***, by Van Tatenhove & Mueller (donation)
- ***Woke Racism***, by John McWhorter (to support Reflection by Bob Dunn)
- ***Eerdman's Handbook to the History of Christianity*** (donation)
- ***An Introduction to Jain Philosophy***, Parveen Jain (suggested by Rev. Samuel)
- ***Shinton: The Kami Way***, Syoko Ono (suggested by Rev. Samuel)
- ***Thoughts to Heal: The Guru Granth Sahib Way***, Kawaljit Singh (suggested by Rev. Samuel)

The following goals are for after our return to the church in 2023:

- Find at least two people to join the committee. Previous members Samuel Felderman and Cyndi Hartley were unable to participate very much, mainly due to their distance from Dubuque and other commitments to the church.
- Shelve library books, in categorical order, in the lower level of the church.
- Find financial support for built-in shelves, rather than the mismatch donated bookcases currently we have been using.
- Encourage more borrowing, by mentioning specific books (old and new) during announcements and in the newsletter, and by creating Sunday services – in tandem with the Program Committee – in which 4 – 5 readers present spirited "book reports."
- Educate more people on using the Libib app, which provides a catalog with detailed descriptions of each book in the collection.
- Continue to partner with the Religious Education Committee for the UUA Common Read.
- Continue requesting public library copies of books we own from Carnegie-Stout Public Library if they do not already own them, especially for the Common Read.

Financial information was unavailable at the time this was submitted, but I expect to spend close to the entire $200 budget.

Respectfully submitted by Pam Kress-Dunn, November 8, 2022

Long-Range Planning Committee

Members: Jerry Guenther; Frank Potter; Nancy Turner; Amy Ressler and Tam Prenosil (co-chairs)

Purpose:
Research, plan, and implement a process to determine UUFD's future. In all stages of the process the committee works closely with the Board, congregational leadership, and the congregation as a whole.

There have been two Long-Range Plans prepared for the Fellowship: in 1991 and in 2004. It's time to revisit those plans and to engage the congregation in determining our shared values & beliefs – what's important to us as a community – to chart the course for our future.

2022 Activities:
Members of the Long-Range Planning Committee and Social Justice Committee participated in an interactive workshop with other Iowa UU congregations using an Appreciative Inquiry Approach. This method identifies what we dream and what we are doing well to determine how to build on strengths.

This occurred over Zoom for four nights in May and June 2022. It was organized by the Iowa Unitarian Universalist Witness Advocacy Network (IUUWAN). The goals were to discover how congregations can collaborate with others for greater impact, as well as build relationships and share strengths.

Participants in the Network for Justice workshop identified "building relationships through learning and communication" as the best path for IUUWAN to create an effective and meaningful statewide social justice network. To build relationships, Amy Ressler offered to facilitate "engagement games."

The Committee will use some of the techniques of Appreciative Inquiry to review the goals of the UUFD committees in 2023 and facilitate an update of congregational goals, objectives, and action steps.

Submitted by Tamara Prenosil

Membership Committee

Members: Diane Baker, Karen Buechele, Judy Nauman, Marilyn Schroeder, and Alyssa Zasada

Pam Kress-Dunn has kindly taken over the role of printing name tags for new attendees, and she donated the wonderful magnetic name badge holders for the entire congregation!

Alyssa Zasada, Wendy Woodhouse, and Tom Griep coordinated to keep member contact information up to date with the UUA/***UU World*** magazine and the online UUFD directory.

Looking for someone to serve as Chair for the committee. This is a great role for someone who enjoys welcoming visitors and sharing about UUFD and Unitarian Universalism!

YoungUUns

The YoungUUns is a social group of young adults between the general ages of 18 and 40, though all ages are welcome. We continued having regular fires as social/spiritual gatherings. Many thanks to RRS Stewart for hosting the fires.

Submitted by Alyssa Zasada

Program Committee

Members: Calvin Gatch, Jean Becker, Pam Kress- Dunn, Judy Nauman (a welcome new member), Bob Dunn (chair). Wendy Woodhouse resigned from the Committee to take on the duties of Board Secretary. The group meets the 4th Tuesday of each month at 9:30am.

The committee's main work is in the planning, preparing, and presenting of weekly Sunday services for the UUFD. Committee members typically function as facilitators at Sunday services. The committee seeks to select individuals from the fellowship, the local community, and beyond to provide quality, engaging Sunday presentations that relate to the mission and principles of the UUA.

The emergence and continuation of the Covid pandemic has significantly altered the way we gather for our Sunday services. During this year we met via Zoom until March when we were able to move our Sunday services into St. John's Parish House. The chapel at St. John's is a welcoming space offering a positive ambience for services. The downside is having to set up before each service and tear down afterwards. We continue to Zoom our services to members who are at some distance or can't attend in person. Thanks to our tech personnel, RRS Stewart, Katie Heil, and Tom Griep for assistance.

Our Sunday services bring in speakers from outside the Fellowship and within the Fellowship. We see these presentations as a means of communicating to our members topics of interest and relevance to our UU Principles. The committee seeks a balance between the spiritual and the secular in our offerings.

Connection – Through elements of the service and after-service chat we hope to accentuate and cultivate a feeling of 'togetherness and closeness' among our members. We strongly feel that certain elements of the service – Joys, Sorrows, Concerns: Readings; Music; Meditation; Closing Circle – aid in promoting a sense of connection.

This Year's Goals:
Our goals for the past year involved: successfully conducting services via Zoom and then adjusting to conducting services at St. John's. We also wanted to continue to provide a variety and diversity of speakers and programming that resonate with our principles. We also initiated a schedule of "anchor services" that would be held, roughly once a month.

Proposed Anchor Services
January – All Music/Readings Service
February - Social Justice & Equality Service
March – UU Principle Service (rotating through 7 principles)
April - Earth/Ecology Service
June – Flower Ceremony
July – Outdoor Service/Potluck
August – Water Ceremony
September – Service for Peace
October – LGBT /Diversity Service
November – Remembrance Service (honoring those who have passed on)
December – Christmas/Winter Holiday/Luminescence (Finding the Light)

Next Year's Goals

For the coming year the committee's goals include:

1. Involve more members in the services – as facilitators, readers, musicians, and presenters
2. Plan and present 2-3 events/year at the UUFD outside of Sunday Services
3. Seek to maintain some ministerial presence in the UUFD services and possibly complement Samuel Felderman with occasional presentation from other UU ministers.
4. Have 1-2 Exchange Services/year, where a UUFD member gives a service at another fellowship and we receive someone from that congregation to lead our service.
5. Improve the ease and functioning of our audio and visual elements of our services. Hopefully this will upgraded as part of the church renovation
6. Have a designated greeter at the door for Sunday services.
7. Have designated volunteers to make coffee and provide snacks for Sunday services.
8. In terms of music, balance congregational singing of hymns with musicians presenting contemporary music.

The committee is always seeking names of potential speakers for Sunday services as it is our main job and is a formidable task.

We would welcome an additional committee member. Some current members have served many years on the committee and would like to rotate off.

Respectfully submitted:
Robert Dunn, Calvin Gatch, Jean Becker, Pam Kress-Dunn, Judy Nauman

Religious Exploration (RE) Committee

Members: Jo Ellen Langerman, Linda Ressler, Pam Kress-Dunn, Cyndi Hartley (Chair)

Mission Statement

"The RE Committee seeks to deepen the spiritual life of the Fellowship's children, youth and adults through engagement and exploration of the Six Sources. We will strive to educate ourselves and our community in religious practices and texts and to help each other grow together as we intertwine our physical lives and knowledge with the spiritual. Through offering engaging and compelling religious education programming, we will instill and support a deeper understanding of our Unitarian Universalist principles and sources."

During 2022, the Religious Exploration Committee has strived to live up to its mission to serve our Fellowship in the following ways:

- Created and supplied Earth Day gift bags for kids and youth connected to our congregation.
- Added educational resources to the newsletter and website.
- Initiated a discussion of the 2021-2022 UUA Common Read – ***Defund Fear: Safety Without Policing, Prisons, and Punishment*** by Zach Norris.
- Assisted Frank Potter with the Renowned UU Minister series.
- Inventoried and updated the bags that children use during services.
- Presented the Voices of UU books series via Sunday services.
- Collaborated with the Social Action Committee to host an informational table at Key City Pride.
- Prepared for future childrens' RE programs.
- Planned our contribution to UUFD recertifying as a Welcoming Congregation.
- Collaborated with the Program Committee to make handouts for Chalica 2022.

Here are some activities we would like to engage and explore in 2023:

- Host a Ramadan Read of the Quran in April (Third Source).
- Continue UUFD's presence at Dubuque Pride and research other events to participate in.
- Contribute to the renewal of UUFD's certification as a Welcoming Congregation.
- Create and implement a children's RE program during Sunday services.
- Host two or three film screenings with discussions.
- Initiate a discussion of the 2022-2023 UUA Common Read – ***Mistakes and Miracles: Congregations on the Road to Multiculturalism*** by Nancy Palmer Jones and Karin Lin.

As 2023 approaches, the RE committee is continuing to create programming to assist the members and friends of the Fellowship explore their connection to our Six Sources and Seven Principles.

Respectfully submitted,
Cyndi Hartley, Chair

Social Action Committee

Members: Jo Ellen Langerman, Laura Hoffman, Tam Prenosil, Diane Baker, Cyndi Hartley (Chair)

During 2022, the Social Action Committee supported our community by engaging in the following activities:

- Bimonthly donations to local charities via "plate collections"
  - Jan/Feb: DACU "People in Need" fund - **$115**
  - Mar/Apr: Nathaniel Morgan Memorial - **$370**
  - May/Jun: IUUWAN - **$348**
  - Jul/Aug: Crop Walk - **$279**
  - Sep/Oct: Opening Doors - **$135+**
  - Nov/Dec: Crescent Community Health bus passes - no info yet
    - **Total: $1,247** (and counting!)
- Began raising money for St. Stephen's food bank instead of food (per their request). Raised $132+
- Collaborated with the Religious Exploration Committee to host an informational table at Dubuque Pride.
- UU@UN Sunday service in October. Donated $50.
- "Adopted" Jackson Park for monthly cleanups. Encouraged the City of Dubuque to install a second dog waste station at the park.
- Provided a monthly Green Tip to our Members and Friends via the weekly newsletter.
- Hosted a virtual screening of the documentary Youth v Gov.
- Provided laundry detergent sheet samples to the congregation.
- Informed Fellowship members and friends of opportunities to learn about the UUA's Article II Study Commission.

Proposed 2023 Activities

- Form a UUFD study commission to learn about our Jackson Park neighbors and how we can help.
- Host a screening of ***The Plastic Wars*** documentary.
- Continued support of Indigenous Peoples' Day.
- Continued presence at Dubuque Pride.
- Work with other committees to renew our Welcoming Congregation status.
- Expand our Adopt-a-Spot territory to include more of the neighborhood.
- Human Rights Day service or presentation.
- UN Sunday presentation.
- Apply for UU@UN Sixth Principle Award.
- Apply for Cool Congregation certification via Interfaith Power & Light.

Respectfully submitted,
Cyndi Hartley, Chair

Teams

Communications Team

- **Members:** Cyndi Hartley, Facebook Coordinator and Newsletter Coordinator (Marian Maciej-Hiner stepped down in October); Tom Griep, Alyssa Zasada, and RRS Stewart, Website Coordinators
- **Purpose:** To keep members, friends, our extended Fellowship network, and visitors informed of current information and events within the congregation, community, and UUA.

Historic District Coffee House Team

- **Members:** Art Roche and Karen Buechele, Zoom co-hosts; Alyssa Zasada, tech support
- **Purpose:** Provide an opportunity for musicians and performers at all levels to share their talents.
- **Report:** The February 2022 HDCH was held only via Zoom. In May, it was at St. John's Episcopal Church Parish House Chapel and in September at the Lacy Mansion, hosted by Kate Tully.

Leadership Team

- **Members:** Board of Trustees members, Committee chairs
- **Purpose:** Develop a shared understanding of purpose, priorities, and roles; work together to serve the congregation; collaborate when there may be opportunities to pool resources.

Music Team

- **Members:** Katie Heil, Maureen Leytem, Alyssa Zasada, Unitarian Universalist Ukulele Union (UUUU) members, Bob Dunn, Music Coordinator
- **Purpose:** Coordinate music for Sunday services; lead weekly UUUU sessions.

Reopening Team

- **Members:** Bob Dunn, Sandy Nickel, Jean Becker, Katie Heil (lead)
- **Purpose:** Identify threshholds and provide guidelines for returning to in-person services, after meeting on Zoom during the Covid pandemic.
- **Report:** Last year the Team and the Board agreed to resume in-person services when Dubuque County was at "high risk" or lower for two consecutive weeks. The Team submitted weekly risk level updates for the newsletter. We reached that threshold in early March and in-person services resumed, with an ongoing Zoom option. The Team believes it can now be decommissioned.

Spiritual Leadership Team

- **Members:** Linda Ressler, Nancy Turner, Alyssa Zasada
- **Purpose:** Gather input from the congregation and make recommendations to the Board for next steps in researching spiritual leadership options.
- **Report:** The Team submitted a report to the Board and shared with the congregation in 2021. Due to limited Board resources, recommendations in the report were put on hold in 2022.

Tech Team

- **Members:** Tom Griep, Katie Heil, RRS Stewart
- **Purpose:** Work with Program Committee members to prepare for Sunday services; assist participants with connecting; serve as host for services – run slides, manage mute/unmute status.

Building Rehabilitation: Board of Trustees

Members:
Marian Maciej-Hiner (Project Coordinator), Jerry Guenther, Wendy Woodhouse, Diane Baker, Linda Ressler, Gail Guenther

The Board had an active **Project Management** role for the Building Rehabilitation Project, as interior and exterior activities continued throughout the year. Some were unexpected – stabilizing walls, floors, arches and the Northeast foundation, and restoring the rare painting on the East wing ceiling.

Terri Droessler, project manager at Gronen Restoration, Jeff Morton, architect, Duane Hagerty, CEO of Heritage Works, provided excellent guidance on direction as these and other issues were encountered – including supply chain delays – while continuing to move the project forward.

The work that has been done on our building is extremely high-quality. Every manager, supervisor, contractor, worker is committed to excellence and invested in the project's success.

2022 Accomplishments

Communication with the congregation

- Held 2 information meetings for the congregation (March, September) to keep everyone informed of projected budget and cash flow changes, State Tax Credit applications, approvals and amounts
- Compiled all of the questions gathered through small-group walk-throughs in 2021 and provided them to Terri Droessler and Jeff Morton for their responses – shared responses with congregation
- Coordinated small focus groups to provide input for audiovisual system and stage lighting
- Gathered input from the congregation to move forward with the Bridge Loan, up to $300,000
- Provided email updates including bi-weekly Progress Updates from Gronen Restoration, with photos

Connection with our partners

- Jerry Guenther, Marian Maciej-Hiner and Linda Ressler met monthly with Terri Droessler and Tara Donovan, Gronen Restoration, to review/approve invoices for work completed the previous month
- Jerry and Marian requested payments from MidWestOne Bank for monthly invoices
- Contributed to activities and events sponsored by Heritage Works, showcasing the building project:
  - Tour of Central Avenue area preservation projects
  - Video showing of step-by-step ceiling reveal, that was funded by the City of Dubuque
  - Reception for Heritage Works' re-branding: from historic **preservation** to historic **activation**

Construction of our building – and our community

- Created budgets for activities not included in original construction budget: restoration of the East Ceiling painting; purchase of state-of-the-art audiovisual system; purchase of furnishings/appliances
- Prepared cash-flow plans for activities, with: construction funds (some ceiling restoration costs); unspent operating budget funds (chairs); reimbursement of expenses (audiovisual system)

2023 Priorities

- **Apply for reimbursement of expenses paid**
  Work with CFO Randy Schmitt and accounting firm to document expenses for reimbursement
- **Choose audiovisual partner**
  Compare proposals from two audiovisual firms and determine the best fit for the church
- **Restore the East wing ceiling**
  Work with Fundraising Work Group and Heritage Works to raise the additional ~$20,000 needed

Construction Oversight Work Group

Members: Frank Potter, RRS Stewart, Ed Zaccaro, Joe Keyes, Linda Ressler, Jerry Guenther and Marian Maciej-Hiner (co-leads)

2022 Goals
Work with UUFD Board to review and provide feedback and input on:

- Project drawings and plans
- Income and expense budgets and plans – with a particular emphasis on Cash Flow
- Reports on financial and construction activity to be presented at congregational meetings

Accomplishments
Through email communications, Work Group members were kept informed of developments in the project, and responded with great questions and provided valuable feedback and input, as requested:

- Structural issues revealed with the foundation, floor, walls and interior supports in the church.
- Wheelchair access to the stage
- Stage lighting and audiovisual systems
- Reveal of the unique East ceiling painting
- Changes to Cash Flow plan for the church and Bridge Loan amount for the project
- Changes to Emerson House budget due to structural concerns and cost increases

Construction consultant
We are grateful that Joe Keyes, a friend of the Fellowship, is serving as construction consultant on the building rehabilitation project – with over 30 years of experience in the construction industry, and current experience with preservation and restoration of the Driver Opera House in Darlington, WI.

Joe was consulted on major developments in the project. He made regular on-site visits and had conversations with Terri Droessler, Project Manager with Gronen Restoration, to gain an in-depth understanding of the scope of the structural issues encountered and work being done to address them. He provided sketches and diagrams so Marian, as Project Coordinator, would have a clear understanding of the problems and solutions applied by the Gronen Team to ensure the church was structurally sound.

Gronen Team Commendations
Joe consistently provides reassurance that the Gronen Team is doing “everything right” in their work to address the structural issues – and appreciation for their ability to keep things moving along as they encounter and address challenges. He has pointed out that, in addition to the structural concerns, the building industry is volatile – with significant cost increases and major supply chain delays.

As Project Coordinator, Marian commends Terri for her excellent communication – alerting us to each new development, informing us about each step in the process, making us aware of decisions made to meet safety and building code requirements, consulting with us when other decisions need to be made so other Work Group members (including Fundraising and Interior Design) or the Board can be involved.

Submitted by Marian Maciej-Hiner

Fundraising Work Group

Members: Marian Maciej-Hiner, Calvin Gatch, Katie Heil (lead)
Grant-writer: Wendy Woodhouse

The Fundraising Committee focused its efforts this year on the restoration of the unique ceiling painting discovered when the drop ceiling in the East wing of the church was removed. Some of the cost of cleaning and stabilizing the plaster ceiling was covered through our partner, Heritage Works, as they received grant funding from the City of Dubuque to create a training video on historic preservation and restoration techniques.

The Heritage Works video was actually a documentary of our building's history, the discovery of the ceiling, and potential artists who may have painted the ceiling – along with the process for restoring it. It included interviews with the local workers who were trained by historic preservationist Tony Kartsonas, Historic Surfaces, LLC, Detroit, MI – Adam Schwendinger and Tim Olson. The video concludes with a request from Duane Hagerty, CEO of Heritage Works, to support the project with a financial donation.

Duane advised us to launch another fundraising campaign to raise additional funds to complete the ceiling restoration. With input from Duane, Work Group members, and Gary Stoppelman with the Dubuque Art Museum, Marian developed a fundraising brochure and mailed it to about one hundred prospective donors.

Brochures were also handed out at the viewing of the training video at the end of June, at the Lacy Mansion – an event co-sponsored by UUFD, that was attended by about 75 people.

If you missed one of the video viewings, you're still in luck! Heritage Works posted it to YouTube and you can find the link at our Historic Preservation website, if you click on "Ceiling Restoration" (https://uudbq.org/?page_id=6118).

We have currently raised ~$5,000 of the $25,000 needed to complete ceiling restoration, with $20,000 to be raised in 2023. Wendy Woodhouse is leading the grant writing activity for the Fundraising Work Group, and will collaborate with Heritage Works to submit proposals to prospective funding agencies.

Submitted by Katie Heil

Interior Design Work Group

Members: Sandy Nickel, Julia Omarzu, Merilyn Tommaro, Sara Zaccaro, Diane Baker and Gail Guenther (co-leads)

Purpose and Goals:
Work with the UUFD Board to furnish the interior of the UUFD in a functional and aesthetic manner.

The Work Group will be responsible or involved with:
MAIN LEVEL: Seating, Window Coverings, Storage
LOWER LEVEL: Meeting Materials, Appliances, Storage Cabinets, Child Care Furnishings, Classroom Furnishings, Library Space/Shelving

This will include, but not be limited to:

- Sourcing, evaluating, securing approval, and overseeing delivery/installation of new furnishings
- Determining furnishings which do not need replacement, or can be refurbished
- Coordinating activities with construction group
- Working with other committees/individuals on specific projects, i.e. securing grants, A/V expertise.

Accomplishments in 2022:
This past year the Interior Design Work Group gathered information on items in our charge. A microwave has been purchased. Chairs have been ordered. Details for moving back into the church and conducting an inventory will be worked out in conjunction with the completed restoration.

Submitted by Gail Guenther and Diane Baker

Board Elections

Thanks to the **Nominating Committee** – Merilyn Tommaro, Amy Ressler, Judy Nauman – for seeking candidates for the Board positions that are up for election at the 2022 Annual Meeting. Members who are interested in running were asked to prepare a short document as to why they would like to serve on the Board. This list of nominees and their statements are provided to voting members in the week before the Annual Meeting.

NOMINEES

Treasurer (one nominee)
Jerry Guenther: I am very interested in again helping provide continuity in our Restoration and related projects such as the ceiling restoration effort. Being part of our leadership in managing these efforts and maintaining Financial Records on our projects and General Fund are functions in which I have interest and skills that allow me to serve our Fellowship well. We have several challenges in the near future including providing Financial Records for our Restoration Tax Credits, tax returns, bank account reconciliation, grant applications and financial information correspondence with vendors and other various agencies.

I hope to be part of the Fellowship team to create and implement the on-going vision of our Fellowship. The challenges of creating our Annual Budget and various ad-hoc financial tasks are an area in which I feel I can represent the entire membership of our Fellowship.

I have taken the responsibilities of the Treasurer position very seriously in the past 7 years and will represent you well in the next 2 years if given the opportunity.

Trustee (2-year term) (one nominee)
Gail Guenther: I am running for a Trustee position on the UUFD Board because I feel I get so much from this amazing church and I would like to give something back by offering my time and talents. During the past year as a Trustee I have served as co-lead, with Diane Baker, of the Interior Design Work Group where we coordinated the move from the church at the beginning of the building project. I worked with the Fundraising Work Group to send thank you notes to donors. I organized and coordinated the Meal Train as a member of the Care Committee.

Trustee (1-year term) (one nominee)
Julia Omarzu: I am happy to be nominated for the UU Board of Trustees. I have enjoyed being part of our Fellowship the past few years and have felt really proud of how resilient this group has been through COVID. Being elected to the Board would be an opportunity for me to become more involved and give back to this community. I am especially interested in working with everyone toward new developments that might be possible for us once we are back in our renovated home.

BALLOT

If there are no additional nominations from the floor, this Slate of Nominees will be presented at the 2022 Annual Meeting:

- **Treasurer for Two (2) Years:** Jerry Guenther
- **Trustee for Two (2) Years:** Gail Guenther
- **Trustee for One (1) Year:** Julia Omarzu