

2022-2023  
Annual Report

Committees & Teams

# 2022-2023 Annual Report

## **Adult Programming Council**

Walter Pearson, Chair

Members: Sathish Adepu, Hilary Hippen-Leek, Heidi Lackmann, Linda Lemons, Rob Malcomson, Jean McClurken, Gene McCracken, Susan Seitz.

### Significant accomplishments:

#### **Forums**

With the active leadership of Hilary Hippen-Leek, Heidi Lackmann, Linda Lemons, Rob Malcomson, and Susan Seitz, we've had 1,118 people participate in 31 *Forums* this year, with our highest interest in forums on the transitional ministry and the church budget.

#### **Circle Suppers**

We've had two highly successful rounds of *Circle Suppers* under the leadership of Susan Seitz and Jo Fitz this year with 120 and 110 participants.

#### **Classes and groups**

In the period from July 1, 2022, to June 30, 2023, we've sponsored a wide array of classes and groups this year, rooted in our careful use of the results from our regular Adult Programming survey:

- *Soul Matters* (4 groups) led by Hilary Hippen-Leek, Judy Davis, Tracey Beck, and Jo Fitz with Susan Seitz
- *Circles of Trust* (3 groups) led by Linda Lemons, Hilary Hippen-Leek, and Todd Lackmann
- *MUUVie Nights* led by Anne Roozeboom
- *Songwriting* led by Doug Hoffman
- *Inuit Art and Culture* led by Chris Rinner
- *Tai Chi* (2 groups) led by Kathy Mercuris
- *Facing Death with Life* led by Hilary Hippen-Leek and Elliott Nassif
- *Mistakes and Miracles* exploratory session led by Gene McCracken

We are also proud of our role in helping some of the Affinity Groups get re-launched.

### Challenges

We face a large volume of work and have responded by increasing the membership of the council, adding 4 new members this year. We thank Rob Malcomson, who is cycling off the Council this May.

We look forward to better coordination of our Sunday morning programming with other groups within the church, as we were unable to hold forums on several Sundays due to other events during the 11am hour.

### Thank you

We want to thank Birch Spick for the help Birch has given our work this year. We've appreciated the guidance of Rev. Victoria Safford in several of our meetings.

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## **AMOS @ First Unitarian**

Leaders: Cheryl Long, Crystal Loving, Bill Brauch, Sally Boeckholt

Members: Denise Rathman, Barb Klubal, Harvey Harrison, Amy Blessing, Courtney Dufford

AMOS (A Mid-Iowa Organizing Strategy) is a Central Iowa-based community organizing collective, made up of over 40 churches, labor associations, and nonprofits in Des Moines, Ames, Ankeny and Norwalk. First Unitarian Church has been a full dues-paying member since 2003 and have trained many of our own leaders on how to work for change in our democracy through organizing.

AMOS had a busy year in Central Iowa, filled with building relationships, building power, and making our community work for all!

First Unitarian church members were actively involved in all these AMOS successes:

1. Launched a new research action team to create opportunities for financial-accessible home ownership. That team hosted a national expert on Community Land Trusts (CLT) and has continued its work to create a CLT in Central Iowa. The team also launched an organizing campaign to reach out to churches and neighborhoods on Des Moines' south side, focusing on housing needs.
2. Expanded the mental-health workforce by creating a proposal with AMOS member organizations and Des Moines area mental health providers to fund a program to specifically grow the mental health workforce, including from under-represented communities. That proposal received \$1.8 million in funding from Polk County. AMOS member Project Iowa, was chosen by Polk County to administer the program. A small, but similar program also was funded in Story County.
3. Implementation of expanded mental health crisis services in Polk County, including the addition of mental health clinicians to the Des Moines Police dispatch when responding to 911 calls. AMOS' work in elevating best practices for responding to mental health crises has changed our community for the better
4. Growing AMOS to include the Des Moines Education Association, to bring the voices and needs of our public schoolteachers to the wider community for action on their issues.
5. Launching a new strategy to expand AMOS into rural communities to help their residents address their communities' needs
6. Worked to ensure that middle-school mediation programs through Let's Talk Now continued in Des Moines Public Schools
7. Held a two-day training for over 40 new and emerging leaders in AMOS
8. Participated in a successful fundraising campaign which helped ensured that AMOS remains owned by its member institutions and represents our interests
9. Held hundreds of 1-to-1 relational meetings and house meetings in our institutions over fall and winter to help us all reconnect after the disconnection of COVID-19

Our challenge in AMOS is to continue to find and train citizen leaders for the work of creating lasting systemic change in our communities. If you are reading this, and are curious to learn more, we want to talk to you. Organized people can make change happen!

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## **Building Team**

Leader(s): Al Powers, Tom Thurtell

Member(s): Al Powers, Tom Thurtell, Walter Pearson, Doug Aupperle, Louise Alcorn

The Building Team has been re-formed after several years of inactivity. We are working to define the scope of responsibility for the Team, assess the condition of the building, and identify both short term and long term needs for maintenance, upkeep, and improvements. A top priority is to compile a roster of church members and friends that are willing to contribute their time and skills to assist with the upkeep and maintenance of the church facilities. The Team will then identify building related projects and develop plans to complete the tasks.

The church has many needs, and not everything can be addressed at the same time. Issues must be prioritized so we can start working on the things that are most urgent.

Please contact any Building Team member if you have questions or concerns about the building, or if you have special interests or skills that you are willing to share.

## **Facility Coordinating Council**

Leader(s): Al Powers, Megan Klee

Member(s): Al Powers, Megan Klee, Janic Hawkins, Jean Tauber, Bill Paxson, Barb Martin, Theresa Miller, Ron Heideman, Kay Scott, Ann Mowery

The Facility Coordinating Council is a new group that has been formed to share information and to coordinate the activities of the many committees and teams that are responsible for the building and grounds. It is made up of a representative from the Building Team, Accessibility Team, Art Gallery Committee, A/V Team, Building Team, Building Aesthetics Team, Grounds Council, Documentation and Financial, Kitchen Care Committee, Building Storage Committee, and the Green Sanctuary Team.

The initial meetings have dealt with organizing the group and discussing current needs and projects. The overall plan is to meet about four times a year to discuss specific issues and to share information among the represented groups. A priority of the Council is to develop plans to address the ongoing maintenance of our facilities, and to plan for replacement of major equipment as it reaches the end of its life.

Please contact any Council member if you have questions or concerns about any aspect of the building or grounds, including maintenance, possible improvements, or budgeting.

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## **Celebrant Team**

Leader(s): Rev. Victoria Safford, Heidi Levine, Kathryn Sutton

Member(s): Louise Alcorn, Barb Martin, Elliott Nassif, Kent Neman, Kara Andreski, Eileen Jackson, Bill Brauch

List three accomplishments or items of interest:

1. Reviewed and made gradual improvements to our services and process
2. Created a full lay-led summer speaker service series

List one or two challenges facing the committee/team:

1. Finding balance of consistency and openness to change during upcoming interim period.

# 2022-2023 Annual Report

## Children & Youth Faith Formation

Leader(s): Chelsea Hayes, Anne Stamper, Sally Boeckholt,  
Member(s):

List three accomplishments or items of interest:

1. We rebooted children & youth faith formation, deciding to move all programming to Sunday mornings at 10:45AM in an attempt to encourage more families to come to service at 9:30AM. Over the course of this church year, 47 children and youth participated in our faith formation programming.
2. We started two faith-formation programs using kindergarten, elementary, and middle-school Soul Matters curricula. The first program (*One Room SchUUlhouse*) is for kindergarten through 4<sup>th</sup> Grades (initially 5<sup>th</sup> grade) and began in September. Based on its success, we began a second program (*Crossroads*) for 5<sup>th</sup> through 8<sup>th</sup> Grades.
3. We piloted a partnership with Urbandale United Church of Christ to provide elementary OWL classes for the families of both our congregations.

List one or two challenges facing the committee/team:

1. Some families and program facilitators have concerns about continuing to offer classes after Sunday service rather than during it.
2. Finding enough facilitators for OWL classes in the 2023-2024 program year remains a concern. At this time we have had confirmation from the minimum number of facilitators necessary to provide OWL for K-1, 5-6, and 7<sup>th</sup> grade age-groups, but more trained facilitators will make the future of these programs more secure.

# 2022-2023 Annual Report

## **Congregational Life Committee**

Leader(s): Birch Spick

Member(s): Shelly Kaldenberg, Barb Martin, Ellen Taylor, Marilyn Lantz

List three accomplishments or items of interest:

1. The Ministry of Fun subcommittee hosted community events, including fall and spring picnics at Pete Crivaro Park and an all-ages Halloween party at the church
2. We held two new member classes, with 16 new people joining the congregation. We celebrated them during services in November and March
3. We reorganized hospitality teams into teams that meet every two months, with around 90 members and friends of the church participating

List one or two challenges facing the committee/team:

As we regroup from pandemic lockdown, there are a couple of areas for growth and reimagining this committee continues to encounter

1. This group continues to discern and clarify its responsibilities in relation to church staff.
2. Fluctuating numbers of people interested in membership pose a challenge to scheduling new member classes.

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## **Sacred Bridges CUUPS**

Leader(s): Jenea Veazey, Jodi Callwood, Pam Backstrom

Member(s): Jenea Veazey, Jodi Callwood, Jamila Hulbert Kepple, Jasper McCrowskey, Ysandril Morrigan, Gwen Hope, Andrea Birlew, Christine Burkett, Ed Hotchkin, Susan Jellinger, Darlene Hulbert, Christopher Chase, Tina Clark, Andrea LeMeuse, Bob LeMeuse, Pam Backstrom, Prairie Nyx, Shawn Veazey, Larry Dillon, Sarah Chang

List three accomplishments or items of interest:

We have seen members returning to in person events. We average around 20-30 people per in person event. We are still holding our Monday Night Pagan Zoom chats on the first and third Mondays of each month. We average about 6 people per chat session. We have also started a new class taught by Larry Dillon where we are making our own set of runes while we learn about each one. We are in the works to start a new class that will be taught via Zoom. We have also held a Bake Sale to help us with some of our funding for rituals, and supplies.

List one or two challenges facing the committee/team:

We had some challenges surrounding some of our new social media with one specific member. We also had a member propose changes to our bylaws. We have overcome both of those situations and look forward to moving towards a better future for CUUPS.

Other News:

Our chapter is growing, and we are utilizing more social media options to spread our name further around the Des Moines Metro. We have seen people join our Zoom Chat from Canada, and the East Coast states, and all the way down from Texas. We have started a new Instagram account, TikTok account, utilizing Mail Chimp to send out newsletters, and we are currently working on making a website. A member has also put together a pamphlet for us to hand out at events, to have at church, and to leave at shops. We are also in the process of putting a committee together to hold a Pagan Jubilee: Beltane May 4th, 2024, event. This event is going to be held hopefully at the church property where we will utilize the space to have vendors, food trucks, speakers, demonstrations, classes, tarot readers, and a May Pole dance at the end of the event. We are hoping this will bring in around 150 people to celebrate Beltane, and to learn more about other religions, and the church.



# 2022-2023 Annual Report

## Endowment Committee

Leader(s): Marilyn Lantz. Formerly Deidre Fudge

Member(s): Deidre Fudge, Jean Rommes, Dawn Connet, Larry Bredeson and Marilyn Lantz

### Accomplishments:

1. **The New Lift** was completed with \$60,000 from the Endowment Fund.
2. **The Kitchen.** The congregation voted to commit \$40,000 to hiring an architect and up to an additional \$90,000 of Endowment Funds to complete the kitchen remodeling project. Although we do not yet know how much of that \$130,000 will be needed, there is no question that the project could not have gone forward without the assurance that these funds would be there.
3. **REACH Grants.** The Endowment Fund Bylaws provide that, once the fund reaches \$600,000, grants of up to \$ 2,500 may be awarded for creative one-time projects that help build community within the congregation. Applications were initially slow to come in after the Covid shutdown, but there has been a flurry of activity this spring. REACH grants approved by the Committee in FY 23 include:
  - Ministry of Fun, for two all church events \$ 1,500
  - Trans Lives Fest \$ 2,500
  - Ukrainian Refugee Resettlement \$ 2,500
  - No Mow May \$ 1,800
  - mUUvie Group, \$ 306
  - Pagan Jubilee \$ 2,500

### Challenges:

1. The market turndown has affected the Endowment Fund. This, combined with the major expenditures in FY 23, has reduced the size of the fund. As of April 30, 2023, the combined value of the Endowment Fund and the Noble Fund was \$ 752,352.
2. The Committee has again requested that the congregation begin a regular discipline of saving by allocating 1% of the annual budget to the Endowment Fund. This is a practice we learned about from other non-profit projects. It would help keep the fund healthy without the necessity for a fundraising effort that would compete with the annual pledge drive.
3. The purpose of the REACH grants is not well understood. The committee continues to receive requests for activities that are good ideas but should be included in the church's annual budget instead of financed by the Endowment Fund.

### Other:

The Endowment Fund bylaws provide that up to 2% of the fund may be spent on REACH grants each year so long as the fund does not go below \$ 400,000. The committee has been discussing whether that threshold should be raised since \$ 400,000 does not go as far today as it did when the bylaws were adopted.

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## **Food Fair**

Leader(s): Elaine Imlau

List three accomplishments or items of interest:

In the last year since Food Fair 22 over \$700 more was collected for events after the main sale weekend for a total of \$13,330. This year's food fair involved 35 individuals promoting and conducting the sale. 46 offered auction items and/or dinner events for the sale. 108 purchased auction items or seats at a dinner event. At the initial sale weekend \$11,660 was collected. Sales for events continue and have brought in an additional \$800 since the initial sale. There were 14 fewer events than last year offered and the same number of auction items. Family Promise Since the beginning of June last year we have hosted 10 different families over 5 different weeks. Anywhere from 40 to 50 volunteers put in a total of 300 hours of time every hosting week. The volunteer mailing list has 95 names who have actively volunteered at least once in the last year.

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## **Financial Oversight Committee**

Leader(s): Eileen Jackson

Member(s): Margaret Schultz, Kevin Boeckholt, Megan Klee, Lisa Houchins, Greg Nichols,

List three accomplishments or items of interest:

1. In the 2022-2023 year the Financial Oversight Committee assisted in transitioning to Realm for our church data management, including financial information, reviewed financial performance and reporting tools, and made recommendations for financial wellness during our transition.
2. Working with Alice, expense savings continues to be a goal we hope to help achieve.
3. Additionally in 2023, FOC crafted a policy regarding the way gifts of stock should be handled and reported in an effort to make sure members contributing in this manner know exactly how these gifts will be handled and what they in return can expect from the church.
4. With annual pledges not reaching the anticipated level, FOC has been diligently reviewing the budget for the upcoming fiscal year looking for ways get the budget closer to a balanced budget.

# 2022-2023 Annual Report

## **Governance Committee**

Leader(s): Bill Brauch

Member(s): Bill Brauch, Jean Rommes, Gene McCracken, Crystal Loving, Bruce Martin, Andrea LeMeuse

The Governance Committee is a Committee of the Board of Trustees. The Board appoints its members. The Committee's responsibilities are set out in its charter: <https://www.ucdsm.org/board-of-trustees/committees-of-the-board/governance-committee-charter/>

In the past year the Committee completed work on several tasks assigned by the Board. In July, the Committee provided the Board with an extensive report on the outcome of the process initiated earlier in 2022 to replace the outdated church "Ends Statements" with a method of developing an Annual Vision of Ministry. To assist that development, the Committee had recommended to the Board that the Committee lead efforts to obtain church member responses to two "Open Questions:" 1) How do we remain relevant? And 2) What do you need from your church in the coming year? Early in 2022 the Committee sought member input in three forums and via a membership survey, compiled and analyzed church member responses to those questions, and reported it to the Board in July. The Board used that information in preparing a Vision of Ministry at its summer Retreat.

In addition, the Committee submitted to the Board a redraft of the church Governing Policies consistent with the move away from church "Ends Statements," and the adoption of the process for developing an Annual Vision of Ministry. The proposed redraft covered several other changes. The Board approved the Committee's redraft, and it was submitted by the Committee to staff for publishing on the church website.

Also, the Committee reviewed proposed church Bylaw amendments, worked with the Stewardship and the Congregational Life and Membership Committees on the wording of a specific Bylaw amendment, and made a recommendation to the Board regarding its view of the appropriate wording of the amendment.

# 2022-2023 Annual Report

## **Green Sanctuary**

Leader(s): Ron Heideman

Member(s): Six active members (not listed)

List three accomplishments or items of interest:

Helped develop green guidelines for kitchen use.

Gained approval for the installation of a church composting system and established a 3-bin compost system for the new kitchen.

Hosted a vegan potluck.

Helped sponsor a tour of the Waste Management Recycling Center in Grimes in September.

Sponsored Forums on Electric Vehicles and Turf Grass Alternatives in January.

Established a Green Sanctuary First Unitarian Des Moines Facebook page.

Passed on information regarding federal funding resources for energy efficiency for non-profits to the Campus Facility Committee.

Facilitated an adult education class titled Sacred Earth, including materials from Braiding Sweetgrass and The Sustainable Soul.

## 2022-2023 Annual Report

### Hospitality Team

Coordinator: Terry Y. Meek

Team Leaders: Louise Alcorn, Dylan Cue/Terry Meek, Chelsea/Eric Hayes, Sue Huber, Shelly Kaldenberg, Lynne/Kerry George, Sarah/Jeremy Guenther, Amanda/Alan Kruse, Sally/Mike Merritt, Theresa Miller.

Three accomplishments or items of interest:

1. We decided to combine the Greeter/Ushers into the Hospitality Team. This provided more people to assist in bringing treats and still accomplishing all our assignments, especially if someone was ill or traveling.
2. We learned how to operate from a hall storage closet that used to store games and using bottled water to make coffee during the period when we could not access the Kitchen. We had to figure out how to make the coffee, and also how to clean-up after ourselves in the crowded and small Janitor's Closet.
3. We increased Team size several times as people left for extended periods away from Des Moines, or other reasons to make sure that there were enough team members to get all the tasks accomplished.

List one or two challenges facing the team:

1. We have learned to increase coffee and treats to adapt to a slowly increasing number of people over time, with only running out of coffee two times (once because we forgot to turn on the machine). It was difficult in the beginning to adapt to how much coffee to make without having leftovers to pour down the drain.
2. Thank goodness for Sue Huber...she readily helped shovel snow as needed, even if her team wasn't on the calendar! Snow removal may be something we need to look at more, if we continue to have winters like 2022-2023...

Optional Comments:

1. Thanks to Al Powers for increasing our plug-in capacity for coffee making and providing us invaluable advice throughout this period of transition!
2. Thanks to everyone for providing treats and being patient with rules and procedures that seemed to change almost every week.
3. Finally, we are now transitioning to a NEW KITCHEN... with new rules and procedures. Hopefully, we will all remember that patience and a smile go a long way in being hospitable! Change is never easy...even when it's moving forward to something new. We will try our best to continue offering hospitality every scheduled Sunday in a way that makes everyone happy.

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## **Kitchen Project**

Leader: Ann Mowery, Chair

Original Kitchen Committee: Ann Mowery and Dagny Fidler, Co-chairs; Eric Hayes, Ron Heideman; Terry Lowman; Mary Ellen Miller; Dana Sorensen; Patty Notch and Fern Stewart, Board representatives

Ongoing Kitchen Committee: Ann Mowery, chair; Eric Hayes; Pat Headley; Karen Kraemer; Marilyn Lantz; Mary Ellen Miller; Al Powers; Fern Stewart, Board Representative

Fundraising: Mary Ellen Miller, chair; Linda Appelgate; Steve and Karen Herwig; Marilyn Lantz; Cheryl Long; Ann Mowery

Aesthetics: Karen Kraemer, chair; Janelle Bailey; Heidi Lackmann; Heidi Levine; Cheryl Long; Ann Mowery

Construction Oversight: Al Powers, chair; Bob Brunia; Dagny Fidler, Dana Sorensen; Jan Svec, Tom Thurtell

Logistics: Marilyn Lantz and Ann Mowery, co-chairs; Linda Appelgate; Ron Heideman; Fern Stewart

Furnishings: Pat Headley, chair; Janet Thurtell

Communications: Mary Ellen Miller, chair; Tim Wilson, Kathryn Sutton, Ann Mowery

Ongoing Members at the End of the Project and into Future Care for the Kitchen - Kitchen Care Team: Kay Scott, chair; Elaine Imlau; Shelley Kaldenberg; Terry Meek; Jan Knock; Fern Stewart

Board Members During the Project - Current: Reba Eagles, Sally Merritt, Fern Stewart, Andrea LeMeuse, Greg Nichols, Kevin Boeckholt, Crystal Loving, Lee Ann Back, Jeremy Guenther  
Past: Chelsea Hayes (2022), Patty Notch (2022), Scott Clair (2022), Sara Jensen (2022), Mike Lauer (2021), Sue Huber (2021), Heidi Mannerter (2021)

Our Professional Team: Architect, Doug Wells, Wells+Associates; General Contractor, Chuck Holcomb, Holcomb Corporation

## **Accomplishments**

- 1) Included input from many groups and individuals in the Congregation.
- 2) Ran a successful fund-raising campaign wherein all donors paid 100% of their pledges.
- 3) Sold the lead weights in the drop-down door; the old Wolf range; the round white tables used in Griffin Hall; scrap metal; and miscellaneous unneeded items of value.
- 4) Received encouragement from and partnered with the Endowment Committee to fund the project.
- 5) Communicated weekly with the Congregation via the Intercom.
- 6) Contributed to the project's design and was instrumental in resolving problems that arose during the construction phase.
- 7) Oversaw the update of the underpinnings of the kitchen—asbestos removal, installation of a grease interceptor, upgrade of electrical service to the kitchen, installation of a fire suppressant hood, and elimination of gas usage.
- 8) Purchased all new appliances and most furnishings for the kitchen.
- 9) Established cabinets and a closet for use by the Memorial Committee in an unused coat closet in Griffin.
- 10) Purchased 20 sturdy, easy-to-use tables for Griffin Hall (5 stationary and 15 that are foldable).
- 11) Met all ADA (American with Disabilities Act) requirements and all City codes.

## Project Finances

<b>Income</b>	
Donations	\$ 437,645.44
Endowment Funds Used	\$ 66,943.16
Total Income Available	\$ 504,588.60
<b>Expenditures</b>	
Architectural Costs	\$ 42,942.00
Construction Costs for the Kitchen--Holcomb	\$ 251,753.50
Asbestos	\$ 3,250.00
Grease Separator	\$ 61,834.83
Appliances	\$ 31,099.97
Cabinets	\$ 47,774.75
Countertop	\$ 11,648.84
Construction Costs for the Memorial Cabinets	\$ 7,328.43
Misc Construction Costs-fire, lighting	\$ 5,797.40
Furnishings, including tables	\$ 36,368.31
Fundraising/dedication costs	\$ 4,790.57
Total Expenditures	\$ 504,588.60

List one or two challenges facing the committee/team:

1. New space has not been identified for things displaced from the Mechanical Room because the new tables take up more storage space.
2. There are a few items that we are working to resolve, including the Spandrel glass installation which should be done later this summer.



# 2022-2023 Annual Report

## **Memorial Reception Committee**

Leader(s): Lynne George, Susan Jellinger

Member(s): 31 members

List three accomplishments or items of interest:

- 1) Seven Memorial Receptions were hosted in the past year for these members and/or friends of First Unitarian: Nicki Keller, Bob Glass, Richard Heathcote, Prairie Nyx, Bill Leonard, Mary Kelly and Susan Gross
- 2) Invitation out via Intercom for new persons wishing to participate in this ministry

List one or two challenges facing the committee/team:

- 1) Susan Jellinger experienced serious illness with hospitalization in December. Lynne & Kerry George were recruited to assist with temporary leadership for this committee as Susan continues her recuperation at home.
- 2) We continue to learn the nuts & bolts of this committee's responsibilities above and beyond the reception: budget, past event history, coordination with Victoria, church staff and other church groups, care of Memorial Committee supplies & equipment, annual reports

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## **Pachamama Alliance Iowa**

Leader(s): Linda Lemons, Janice Hawkins, Ron Heideman, Donald Shepherd, Kirk Witzberger

Member(s):

List three accomplishments or items of interest:

The leadership team of Pachamama Alliance – Iowa, comprised of four members of this congregation and a member from Unitarian Universalist Society in Coralville would like to thank our congregation, and staff for allowing us to use church space, your technical assistance, the creation of a web page, and the publication of events. We also want to thank everyone who attended our Awakening the Dreamer Class, or Share Community Action gatherings, based on Paul Hawken’s Book Regeneration, Ending the Climate Crisis in One Generation. Our church mission of Serving Justly Grow Ethically and Spiritually Love Radically provides a wonderful spiritual church home as Pachamama Alliance Iowa works to bring about a world that is environmentally sustainable, socially just, and spiritually fulfilling.

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## **Right Relations Team**

Leader(s): Bill Brauch

Member(s): Bill Brauch, Katherine Vance, Linda Lemons, Jean Rommes, Scott Clair

The Right Relations Team was formed mid-2022 pursuant to the First Unitarian Responsible Behavior Policy. Per the Policy, the Team's purpose was to collect information regarding any concerns raised of incidents of disruptive conduct, as defined in the Policy, and to address those concerns with the individual or individuals involved. The Team did so. The Team's role was affirmed by the Board of Trustees in July and Rev. Safford asked the Team to continue in its role when she came on board in August.

Both the Board and Rev. Safford asked the Team to also work with the congregation and the Board to develop a church Covenant. That work began with a Workshop members of the congregation attended on May 6. In addition, the Team was tasked by the Board and Rev. Safford with reviewing and proposing an updated Responsible Behavior Policy, given it was adopted more than twenty-five years ago and is based on a now outdated UUA model. That work has not yet begun. Members of the congregation will continue to be provided opportunities to work in developing the church Covenant and will also be provided opportunities to provide input on proposals to revise the Responsible Behavior Policy.