Unitarian Universalist Fellowship of Ames

1015 Hyland Avenue  |  Ames, Iowa 50014
515.292.5960  |  uufa@uufames.org

Board of Directors:
board@uufames.org

Minister:
Rev. Kent C. McKusick
515.292.8929  |  minister@uufames.org

Religious Educator:
Jamila Johnson
515.423.0490  |  releducator@uufames.org

Congregational Administrator:
Bradley Duckstein
515.292.5960  |  uufa@uufames.org

www.uufames.org
## CONTENTS

2020 Board of Directors................................................................. 2
Organizational Structure .............................................................. 3
From the Minister ........................................................................ 4
From the President of the Board of Directors .............................. 10
From the Religious Educator ....................................................... 13
From the Congregational Administrator ................................... 18
2020 Offertory Split Recipients .................................................... 23
From the Administrative & Property Cluster ............................ 24
  Building Committee .................................................................. 24
  Grounds and Landscape Committee ........................................ 24
  Dustin Berger Memorial Library Committee .......................... 25
From the Community Building Cluster ..................................... 25
  Caring Network ........................................................................ 25
  Congregational Life Committee ............................................... 27
  Healthy Relations Team .......................................................... 27
  Membership Services Committee .......................................... 27
  Nominating Committee ......................................................... 28
From the Finance Cluster ......................................................... 29
  Endowment Acquisition & Disbursement Committee .......... 29
  Endowment Fund Investment Committee ............................... 29
  Finance Committee ............................................................... 30
  Personnel Committee ............................................................ 31
From the Outreach Cluster .......................................................... 32
  Partner Church Committee ....................................................... 32
  Social Justice Committee ....................................................... 32
From the Program Cluster ......................................................... 32
  Art Exhibition Committee ....................................................... 32
  Religious Education Committee ............................................. 33
  Sunday Services Committee ................................................... 34
From the Generosity Team .......................................................... 35
From Affinity Groups & Taskforces ........................................... 37
  Roof Taskforce ..................................................................... 37
  Soul Matters Small Group Listening Circles ....................... 38
  Mindfulness & Meditation ..................................................... 38
  Buddhism Discussion Group ................................................ 39
  Ames Climate Action Team .................................................... 39
We express our deepest gratitude for your dedicated service, genuine concern and interest, and for your ongoing commitment to the Unitarian Universalist Fellowship of Ames. Your Fellowship thanks you!

<table>
<thead>
<tr>
<th>Title</th>
<th>Member</th>
<th>Liaison to</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Sarah Carlson</td>
<td></td>
</tr>
<tr>
<td>Vice President</td>
<td>Angie Poole</td>
<td>Finance</td>
</tr>
<tr>
<td>Past President</td>
<td>Melissa Niesen</td>
<td>Community Building</td>
</tr>
<tr>
<td>Secretary-Treasurer</td>
<td>Chris McClure</td>
<td>Finance</td>
</tr>
<tr>
<td>Member at large, through 2020</td>
<td>Sue Koehrsen</td>
<td>Generosity Team</td>
</tr>
<tr>
<td></td>
<td>Dennis Dake</td>
<td>Program</td>
</tr>
<tr>
<td>Member at large, through 2021</td>
<td>Jane Runneals</td>
<td>Admin &amp; Property</td>
</tr>
<tr>
<td></td>
<td>Cathy Slade</td>
<td>Outreach</td>
</tr>
<tr>
<td>Youth Representative</td>
<td>Jaiden Fuqua</td>
<td></td>
</tr>
<tr>
<td>Minister, ex officio</td>
<td>Rev. Kent C. McKusick</td>
<td></td>
</tr>
<tr>
<td>Cong. Admin., ex officio</td>
<td>Bradley Duckstein</td>
<td></td>
</tr>
</tbody>
</table>
Organizational Structure of the Unitarian Universalist Fellowship of Ames

Congregation

Board of Directors
board@uufames.org

Minister
minister@uufames.org
the Reverend Kent McKazick

Executive Leadership Team
ett@uufames.org
(president, VP, past president, minister)

Board members as liaisons to clusters of committees

Admin & Property Cluster
Building Committee
building@uufames.org
Grounds & Landscape Committee
grounds@uufames.org
Library Committee
library@uufames.org

Community Building Cluster
Membership Services Committee
membershipservices@uufames.org
Healthy Relations Team
hr@uufames.org
Caring Network
caring@uufames.org
Nominating Committee*
nominating@uufames.org
Congregational Life Committee
congregationallife@uufames.org

Finance Cluster
Finance Committee
Finance@uufames.org
Endowment Acquisitions & Disbursements Committee*
Endowment@uufames.org
Endowment Investment Committee*
Investment@uufames.org
Personnel Committee
Personnel@uufames.org

Outreach Cluster
Social Justice Committee
socialjustice@uufames.org
Partner Church Committee
Partnerchurch@uufames.org

Program Cluster
Religious Education Committee
ReligiousEducation@uufames.org
Sunday Morning Service Committee
SundayService@uufames.org
Art Exhibition Committee
Art@uufames.org

Generosity Team
generosity@uufames.org

Religious Educator
reled@uufames.org
Jamila Johnson

Childcare Staff

Youth Co-Advisor
(volunteer)

Congregational Administrator
congadmin@uufames.org
Bradley Duckstein

Membership Development Coordinator
mdc@uufames.org

Fellowship Voices Coordinators
(volunteers from within choir)

Fellowship Voices Accompanist
Barbara Evenson
(contact UUFA office)

Sunday Service Accompanists
(volunteers scheduled by Sunday Service Committee)

Affinity Groups*

Discussion Groups
AFAR (Ames Freethinkers and Rationalists)
afar@uufames.org
Buddhism Discussion Group
Buddhism@uufames.org
Climate Action Team
Contact Office
contact@uufames.org
Persephone's Children
Persephone@uufames.org
Skadberg Science Circle
SkadbergScience@uufames.org
Women of Wisdom
womenofwisdom@uufames.org
Women's Book Group
books@uufames.org

Meditation Groups
Dance Be-Cause
dance@uufames.org
Mindfulness & Meditation
Mindfulness@uufames.org

Musical Groups
Children's Choir
ChildrensChoir@uufames.org
Fellowship Voices
fellowshipvoices@uufames.org
Recorder Consort
Recorder@uufames.org
Women in the Round
Womenintheround@uufames.org

Social & Service Groups
Conscientious Crafters
Crafters@uufames.org
Fellowship Family Night
FamilyNight@uufames.org
In-Home Potlucks
Potlucks@uufames.org
Kitchen Angels
Kitchen@uufames.org

NOT SURE WHOM TO CONTACT?
Give the UUFA office a call!
515-292-5960
uufa@uufames.org

* The primary purpose of ELY is to set the Board meeting agenda.
* Affinity Groups are part of the Fellowship life, but not of the business structure. All UUFA Affinity Groups must be approved by the Board of Directors and meet in UUFA facilities.
* Nominating and Endowment Acquisitions & Disbursements Committees include some or all members directly elected by the congregation. Endowment Investment Committee is entirely board appointed.

Positions shown in PURPLE are paid staff positions.
As a Fellowship, we began a new year engaged in business as usual, unaware of the challenges and changes that would appear by early March.

The year opened with UUFA hosting the Ames Area Religious Leaders Association’s annual Martin Luther King, Jr. service on January 19th. The service was well attended and brought many non-members into our building. As lead minister for the service, my approach broke with several traditions, and the changes (for the most part) were appreciated. The focus was instead on MLK rather than on our different faith traditions, and there was still representation from multiple traditions. Members of the Fellowship Voices participated in the interfaith choir, directed by Susan Posch.

With sadness and joyful remembrance, we celebrated the lives of Cheng Hsieh on January 4th and Pat Trimbell on January 18th. Due to the pandemic, services for Dorothy Kizer, Julie Freed, and Joyce Brink were postponed to a later date. We are filled with gratitude for the many contributions these individuals made to Fellowship life throughout the years. May their memories be blessed.

As part of continuing education, I enrolled in an online class: Transgender Inclusion in Congregations. This is an excellent six-session class available for congregations. I hope to offer the class to the congregation during the coming year. Additionally, I have attended several other trainings on streaming services, virtual church, and approaches to membership through the Church of the Larger Fellowship, the UUA MidAmerica Region, and ministerial groups.

As part of our commitment to learn what it means to be Black in this country and to work to interrupt the culture of white supremacy, I initiated a twice monthly series called Beyond Sunday. We have been watching the PBS series Eyes on the Prize - The Civil Rights Years. It has been a powerful and painful experience to recognize how little has changed since the 1960s. As of this writing, there are four more episodes. When this series is complete, I will choose another program that deals with issues of justice, spirituality, community, and love.

Monthly gathering with UU’s living at the Northcrest Community were enjoyable and offered the opportunity for conversation on Fellowship happenings and Soul Matters themes and topics. The pandemic stopped these meetings and interrupted plans to form a similar group at Green Hills. I would like to schedule a combined monthly Zoom session for both Northcrest and Green Hill UU’s this winter.

It is ironic and fitting that the theme for the month of February was resilience. The theme offered significant lessons that have guided and supported our work throughout these months of pandemic:
“Resilience is accepting your new reality, even if it’s less good than the one you had before.” ~ Elizabeth Edwards

“Life is either a daring adventure or nothing.” ~ Hellen Keller

On March 12th in response to the COVID-19 pandemic, the UUFA Board unanimously voted to close the building.

The UUFA Board has been remarkable. Every person serving as a board member deserves our deepest thanks. Too often, religious institutions get stuck in lengthy process that slows important decisions. At the March 11th meeting, the board discussed the parameters and triggering events that would determine when we would close the building in response to COVID-19. I never imagined that circumstances would change so quickly overnight. I wrote the Board on the next day and recommended immediate closure having received recommendations by the UUA that all congregations consider closing until May 2021. We made the right decision. It may be impossible to document, but I am sure that this action prevented spreading the virus in our Fellowship Community and may have saved lives. The Board was quick, decisive, and unanimous in agreement to protect our community.

The circumstances of ministering to a community that cannot gather at the Fellowship required that Bradley, Jamila, and I learn new ways of doing every aspect of our jobs. We have been working from our homes and make occasional visits to the Fellowship to do tasks that cannot be done from a distance. For example, I do not have sufficient internet service at home to be able to stream Sunday services; Bradley comes in to work on facility projects; Jamila is present for religious education kit distribution.

You already know that you have a great staff. Actually, the UUFA staff is amazing. Working in collaboration, the staff has been able to offer Religious Education, Sunday services, and an array of opportunities to gather after a very intense three day learning and preparation time. The staff has continued to upgrade our approach weekly and are committed to offer all aspects of Fellowship life with excellence.

That first Sunday in March (and subsequent Sundays) were dedicated to creating community in a way we never imagined. “Stay away and stay connected” has become a way of life for all of us, and it is working. It was and will continue to be more about creating community than it is about perfection. It will never be perfect, but with the assistance of the Church of the Larger Fellowship, multiple COVID-19 ministerial support sites (worship, pastoral care, technology), collegial support, members of the Sunday Service Committee, Fellowship musicians, the RE Committee, volunteer RE teachers, and your staff, we are able to offer a quality experience that people find meaningful and uplifting.
Jamila continues to redevelop and create custom curricula for each class level and the Youth Group. I will always remember the first Wednesday night online Fellowship Family Night - the excited reactions of the children seeing each other again lifted my spirits. The RE experience is stronger each week as Jamila guides the teachers who are also in a new environment of RE facilitation. She is impressive as she helps parents, teachers, youth, and children through the anxieties of change and not being in a face-to-face learning environment.

On the last Sunday of each month, Jamila and I collaborate on developing a service and materials that encourage children and youth to attend the virtual service and relate it to their RE classes. I am excited by the possibility of building a stronger relationship and involvement of the congregation and the youth. The materials that she is developing also invites family discussion and participation in adult and youth programming. We are learning more and more about responding to the virtual environment. I believe that what we are learning will strengthen our face-to-face programming when we are able to return to the building.

Bradley is managing the operations of the Fellowship with excellence. He is an extremely knowledgeable and capable administrator. His organization and systems style are critical to the management of this institution. I know you know this, and I need you to know that he does more for the Fellowship than you can imagine. In addition to his administrative duties, he is truly serving as a building manager, as well. During the derecho aftermath, he checked the building and grounds regularly to be certain that there was no significant damage. Other than the ongoing leaks, it is a relief that there was no damage.

The pandemic has increased all of our work loads, and Bradley has the technical expertise that holds the team together. In addition to doing his usual fine work, he has been instrumental in doing extra research and experimentation with Zoom as a presentation and meeting platform. The full array of meetings and information on the website is 100% his work and offers resources for members and visitors in a substantial way.

Attendance has been strong and steady. I appreciate the efforts that many congregants have made to learn Zoom technology and remain engaged as a community throughout the week. It has been wonderful to have former members living in other states join us in virtual space and to welcome visitors from near and far. We continue to develop a plan to include members who either do not have Zoom or are uncomfortable with the technology.

The Sunday Services Committee (SSC) has done a wonderful job of participating in online services and assisting in monthly planning. Given the steep learning curve of providing programming in this format, I have been in the pulpit more than in a typical year. The SSC and I have developed a collaborative approach to creating a
virtual service which will allow me to have a more regular schedule. Dan Haug has learned the technology of streaming services. The process of putting a service together for virtual space takes longer than a traditional “in person” service and requires a weekly Saturday morning rehearsal of all participants.

We will be utilizing more guest ministers in the coming months as our guest speakers are able to “Zoom in” from almost anywhere in the world. It is an exciting opportunity for us to hear new and varied voices without the cost of mileage, housing, and meals for a guest speaker. We are committed to paying the standard honorarium as determined by the UU Ministers Association. I also look forward to having a few pulpit swaps with colleagues from around the country.

Music continues to be an important element of our services. Copyright issues represent a significant challenge in putting together a Sunday morning. Many of the songs in the gray and teal hymnals cannot be streamed online without written permission or the payment of a fee. Additionally, music and lyrics often have separate protocol for usage. Many congregations are sharing their recordings and videos of UU hymns that can be streamed without copyright infringement. The generosity of clergy and music professionals has made it possible for us to enjoy a larger variety and styles of music. Given our closed platform and the guidance of the Church of the Larger Fellowship, I occasionally use music or video that cannot be broadcast to a wider market. While time consuming, writing to artists and institutions managing the rights of music has been affirming to how compassionate and understanding these professionals can be. Most musicians give permission and express gratitude for being contacted, and those who are making a living exclusively through their music have been generous in offering a sliding fee or a low-cost option to use their music.

We will continue to enjoy guest musicians. In April, we hosted a “live” performance by Emma’s Revolution. It was a joyful experience to have Peter Mayer “live” in our virtual space in October. I look forward to having more guest musicians in the coming year, in addition to UUFA musicians. Barb Evenson, David Slade, and Reggie Greenlaw have contributed beautifully to our services, for which I am thankful. As musicians are available and comfortable, we will look forward to enjoying their offerings.

When we begin the process of regathering in person, I plan to continue streaming services in a hybrid process that involves both “live” and recorded materials for those in the building and for members at home. One of the benefits of this year is that we have learned how easy it will be to attend services from the comfort of home during challenging weather or when you simply prefer to relax at home while attending.
On March 21st, I received a request for financial assistance from Rev. Lajos Lõrinczi, minister of our Partner Church in Tordátfalva, Romania, to help support the food program that feeds elders and the needy in 11 surrounding villages. The generosity of this congregation and the board resulted in two financial gifts totaling $8,100, for which Rev. Lajos was extremely grateful. Eight months later, he is still unable to run the camps that financially support the program and once again we came together as a community and sent an additional $1,600 during the last week of November. Thank you for your generosity!

Rev. Lajos and I have exchanged video messages and holiday music which have been included in our Transylvanian Thanksgiving and other services. To keep our Partner Church in our minds, a photograph of people and places in Tordátfalva and Romania is shown each week as part of the service.

The UUA gave me permission to scan and email the pages of the curriculum *Building Your Own Theology* which I have been facilitating online since March. When this class ends, I will choose another class to teach in virtual space.

I have participated in two AMOS initiatives. On April 21, there was a direct-action meeting to address the overburdened and broken unemployment system’s dealing with unprecedented numbers of application. The virtual meeting was attended by AMOS members, clergy, state representatives, and the Iowa Workforce Director Beth Townsend. Testimony was given by people who had problems with the system due to language barriers, unclear guidance and options on the website and phone system, no responses, or endless holds. In response to this very positive meeting, 100 additional temporary workers were hired, the website and phones have been updated for ease and clarity.

With 45 other faith leaders, I reviewed and signed a letter to state representatives encouraging them to fund children’s mental health crisis initiatives that is adequate and sustainable.

It was a pleasure to appear and speak with Larry Koehrsen at a virtual Ames City Council meeting on July 28th. UUFA was recognized as a SunSmart Champion for the congregation’s extraordinary support of the SunSmart Community Solar project. We have received a citation which I look forward to presenting to the congregation. It was wonderful to be recognized and to celebrate UUFA’s commitment to sustainable and renewable sources of energy and climate change issues. Congratulations and thank you!

I have been working on a Member Exploration Class that takes a hybrid approach to inviting visitors to consider membership. It offers a combination of short videos and readings that interested visitors could utilize online at home as an introduction. This would be followed by a 60 to 90-minute Zoom meeting with me and members of the Membership Committee, a chance to ask questions and get to know each other. A
colleague shared his basic outline and some links for me to review. Rather than use external sources, my plan is to include some “in house” video as a way for people to better know us. One of the great benefits of this hybrid form of a path to membership is that people can participate as soon as interest is expressed, and the shorter length Zoom meeting can be scheduled more often and as needed. It will partner well with the new online guest book.

The most significant challenge for me and the staff is that working as we have been is difficult to sustain, especially with the likelihood that our closure will continue for an additional six to nine months. Time off is a rarity, and although the three of us carefully pace ourselves and exercise good self-care, vacation and study time is critical for professional development, rest, recharging our personal batteries, and preventing burnout. We hope to schedule some time off for each of us during the winter.

The staff is performing with excellence and at a level of dedication that I have rarely seen in a work team.

The UUA’s MidAmerica Region is offering a yearlong program called *Retooling for New Realities*. Cohort teams of congregations have been organized by size, culture, and challenges to share experiences and work together with UUA staff to help shape our fellowship/church lives into a more survivable and sustainable future. The program is dedicated to exploring healthy communication, change theory, systems thinking, shared ministry, and responding to the *Widening the Circle of Concern* report of the UUA Commission on Institutional Change. UUFA will be represented by Sarah Carlson, Angie Poole, Jamie Gurganus, Amy Slagell, and myself. We look forward to this exciting opportunity.

The Regathering Taskforce (Sarah Carlson, Angie Poole, Brenda Witherspoon, Bradley Duckstein, Jamila Johnson, and me) have begun the work of exploring and identifying the conditions that would warrant opening the building; types of use; number of people; onsite safety and health precautions; social distancing/masking guidelines; and conditions that would warrant returning to a closed status. Membership safety and health are the highest priorities of the UUFA Board and the Regathering Taskforce. Phases are being identified from full closure to fully open and how Fellowship life and business will be engaged in each of the various stages of being open for Sunday Services, Religious Education, One-Time Requests, Fellowship Engagement Groups, Staff Work, Rentals, and Outdoor Gatherings. It is clear to the board, the taskforce, and the membership that maintaining the closed status of the building at this time is in the best interest of the Fellowship and the people it serves. The work of the taskforce will be presented to all members when guidelines have been fully developed.
The Executive Leadership Team (Sarah Carlson, Angie Poole, Melissa Niesen, Bradley Duckstein, and me) has been meeting weekly to review and update the Employee Handbook, a project in the works for the last few years. This is a significant project that has been both challenging, inspiring, and time consuming. When the project is complete, we can be proud that UUFA will have an Employee Handbook that reflects the values of Unitarian Universalism and is welcoming to present and future professional staff members. Many thanks to Cheryl Lawson who worked tirelessly to present the working edition to ELT.

It is humbling and inspiring to serve as your minister. The caring that I witness being extended by members and staff is a beautiful thing. We are truly learning new ways to love and care for one another during this year of staying separate and staying together. We have all risen to the task. I celebrate you and thank you for your accomplishments this year and for being the wonderful community that you are. My belief is that we will emerge from this time as a stronger, wiser, and more loving Fellowship.

The building may be closed, but the Fellowship is open.

It is my pleasure and honor to serve as your minister.

Rev. Kent C. McKusick

---

FROM THE PRESIDENT OF THE BOARD OF DIRECTORS

I wonder after the distance of several years from now, how we will view this year. Will it stand out for us as so strange and so stressful, or will it blend into obscurity?

The Board of Directors began 2020 with a day-long retreat where we together worked to identify our UUFA Strengths, Weaknesses, Opportunities and Threats—a SWOT analysis. From that work, we identified some emerging issues on which the Fellowship should focus its attention:

**Membership development/management**: This includes attention to the process of visitor experience to the engaged member pipeline, continual attention to address current members’ personal growth and engagement needs and need for skill and leadership development.

**Technology**: How can we leverage technology to enhance what we do? Planning for live streaming on Sunday mornings? Alternate delivery of services? Online courses? Equipment and bandwidth needs and limitations?
Expanding programming to all ages: Moving to lifespan programming. How can we expand what we offer in adult education and are we meeting the needs of specific demographic groups within the Fellowship?

Affinity groups & connection: Set expectations for risk management and standards on how affinity groups are connected to the Fellowship as they arise. Are there gaps in what we offer?

Facility management: Our roof is in need of repair. We want to move from crisis management to regular assessment management of the entire building needs, planning for preventive maintenance, and budgeting for regular replacement rotation for specific items.

Staff transitions: We have a small and very talented staff. How can we better plan for continuity when staff transitions occur, along with anticipated retirement of our minister? What systems are needed for continuity during vacancies, onboarding, training, and development of staff, as well as for sabbatical leaves?

Outreach to the Public: What is our vision and goals of what we should do for outreach?

From that beginning, we decided to address issues where we could. A search began for a Membership Development Coordinator and no promising candidates emerged.

Then COVID happened. The Board decided to close the building and remain closed indefinitely. Our minister and staff nimbly moved to emergency mode to keep our operations going and keep us all connected. They undertook a steep learning curve on technology aids like Zoom and enormous work to rearrange their whole way of carrying out their work on behalf of the Fellowship. Hiring was put on hold. Sunday Services, Children’s RE, Youth activities, Board and committee meetings were moved into Zoom. Our Fellowship came together to assess member needs, and help those who needed assistance with technology to stay connected. We spent a number of months moving on in virtual space, learning as we went, and keeping our current programming alive.

Amid all this uncertainty and change, we held together. The Board kept meeting. Some committees delayed work, others stayed active. We prioritized what we could realistically accomplish. During this time we:

- Established a Regathering Taskforce to discuss how to stay connected in meaningful ways and plan for what is needed when we can again meet in person.
Established a taskforce to revise the Employee Handbook based on recommendations and work by the Personnel Committee. The handbook is nearly ready for Board review and discussion.

Met with the UUA Partner Church consultant, and discussed the feasibility of holding a Partner Church Refresh Weekend. Due to the pandemic, we decided to postpone that and find other ways to renew and deep our connections with our sister church in Tordátfalva. Our Fellowship combined funds donated by our membership with money allocated from budget and reserve funds to wire a total $9450 in response to needs there.

Discussed roof needs and approved recommendations by the Roof Taskforce and signed an agreement with Shive-Hattery to provide design and construction document preparation services to obtain bids for a phased of roof replacement.

Established a taskforce to plan events for the UUFA’s 75th Anniversary in 2021.

The Board has a number of projects on hold to be considered for reactivation in the months to come.

- Establish a Ministry Evaluation Team
- Establish a plan for leadership development
- Pilot more lifespan courses (example: a course to address transgender inclusion issues)
- Revitalize the Congregational Life Committee and kick-start some social functions
- Revitalize our Partner Church connections with a Refresh Weekend

While 2020 has not turned out to be the year we anticipated, I am thankful to be a part of a congregation that has given their all to remaining deeply in community together, despite challenges. Thank you, all!

~ Sarah Carlson
This fall marks the beginning of my second year as Religious Educator, and we have had our fair share of challenges. At the start of this year, my goals included expanding the programming for students with the inclusion of a Harry Potter-themed youth summer camp, new curricula for each grade, and incorporating service projects at each level. When the pandemic hit, our plans changed considerably. To protect the health of our congregants, it was imperative that the summer camp was cancelled for 2020. 46 students registered for Religious Education in the fall of 2020 from K-12, with steady trends in our programming choices as well.

Despite our setbacks, I believe that the religious education program has seen significant participation during the pandemic by gathering online. Students have been offered more opportunities for service via faith in action projects, and middle school and high school groups will also be able to choose another separate faith in action project at the end of the program year.

Distance Learning

Beginning in March 2020, religious education classes were officially moved completely online. Students’ curricula continued via Zoom, with staggered starting times to accommodate for households with students in different grade levels. At the time, it was assumed that we would have a two-week lockdown and return to fellowship activities once the lockdown had finished. In this meantime, I created several “take-home” religious education lesson plans for families to take advantage of. I also gathered other resources for distance learning and compiled them into a Google Drive folder for families. When lockdown was extended indefinitely, we decided to move religious education online for the rest of the year.

In spring of 2020, classes were implemented via Zoom. Teaching lesson plans and scheduling were completed online, and students were provided with a list of necessary materials for each week’s class.

Zoom learning continued in fall of 2020. We have a small, but strong group of teachers who volunteer at least two Sundays a month. Materials are available for pick up each month and packaged to order, for those who have registered. Delivery is available for those who request it. Families were given a comprehensive learning plan for the 2020-21 program year detailing dates of pick-up for materials, curriculum overview and scope & sequence, and objectives of each class curriculum. The new curricula for 2020 were as follows:

Kindergarten-Grade 1: Wonderful Welcome
Teachers: Suzanne Zilber and Cheryl Lawson
Wonderful Welcome:

Welcome. Welcome in love. Welcome in friendship. Welcome in faith. The Wonderful Welcome curriculum engages and challenges leaders and children alike to explore how and why we are willing to welcome others into our lives. We welcome not only strangers, but family, our peers, our neighbors and even entities that are not people such as our animal friends and nature itself. How do we welcome? We welcome by sharing intangible gifts, those positive qualities which we all have inside us such as kindness, love, invitation, covenant and empathy. In this program, children learn to articulate and express a variety of intangible gifts, empowering them to share these gifts with others.

The intangible gifts explored in Wonderful Welcome are all components of welcoming itself, a core Unitarian Universalist value. This program helps children understand and practice other values central to Unitarian Universalism such as friendship, hospitality, and fairness. It offers children safe, positive and intentional ways to relate to one another, the people in their families, and the world around them as they investigate how they use gifts they can't see or touch to welcome others into their lives. Children will think about the intangible gifts they bring into the world, and the intangible gifts they receive. When and how do they get love from others? When and how do they show empathy? Who has given them the gift of friendship? How do they show that they want to be someone's friend? What does “helping” look like?

Objectives:
- Expand children’s understanding of their relationships with others, including people they know, people they will meet and all life that shares our planet
- Create opportunities for children to identify and practice a wide variety of welcoming behaviors; activate children’s capacity to welcome many manifestations of the interconnected web of life, including people, animals and the natural environment
- Teach children the concept of “intangible gifts,” qualities that can be shared but cannot be seen or held
- Teach the importance of welcoming as an act of Unitarian Universalist faith and as an expression of our Unitarian Universalist Principles
- Develop and enrich children’s sense of belonging to their religious education peer community, their congregational community and the larger Unitarian Universalist faith community
- Introduce practices of stewardship
- Help children create a shared atmosphere that encourages a sense of reverence, awe, gratitude and wonder.
Grades 2-3: *Cartoons*
Teachers: Nikki Krueger and Tigon Woline

Capturing a child’s attention today can be difficult. Widespread television viewing, video game playing, and internet surfing has created an environment where children need visual stimulation, and some form of entertainment, to maintain interest. There is no reason why children can’t have fun while they are learning; judicious use of children’s entertainment can be used to help children process their feelings and for exploration of values and ethics. This curriculum uses animated shorts from Pixar and Disney to facilitate discussion around values, ethics, and feelings. The shorts are short in length, with most running between three and eleven minutes; the short length will alleviate boredom, and allow all children to see the animation in its entirety, grounding the discussion in a shared experience.

Objectives:
- Give students flexibility during class time
- Allow children to use UU language outside of class
- Challenge children to question media and become open to other interpretations
- Engage children in video media through a shortened timeframe

Grades 4-5: *Windows and Mirrors*
Teachers: Holly Bignall and Maya Hayslett

*Windows and Mirrors* nurtures children’s ability to identify their own experiences and perspectives and to seek out, care about and respect those of others. The sessions unpack topics that lend themselves to diverse experiences and perspectives—for example, faith heritage, public service, anti-racism and prayer. The program teaches that there are always multiple viewpoints and everyone’s viewpoint matters. The metaphor of windows and mirrors represents the dynamic relationship among our awareness of self, our perceptions of others, and others’ perceptions of us. Beginning in Session 2, an ongoing art activity gives children a way to respond to the metaphor creatively and concretely. Participants do guided work on individual Window/Mirror Panels in each session to explore looking inward and looking outward in terms of the session’s topic. As a mirror, the panel reflects the individual child. As a window, it represents their view and connections beyond themselves to the congregation, other communities to which they belong and the world.

Objectives:
- Present Unitarian Universalism as a faith that is lived out through identifying and acting on responsibility toward one another
- Introduce the reality and the impact of multiple perspectives and multiple experiences as we live in this world
• Use the metaphor of a window and a mirror to help children better understand themselves in relation to others
• Present the windows and mirrors metaphor as an effective tool for understanding and living our Unitarian Universalist Principles
• Guide children to identify and respect their own values, views and needs as well as those of others in a variety of contexts; teach that to do so is a faith practice
• Provide children with practice in observation, interpretation and critical thinking
• Develop children's empathy, open-mindedness and respect for differences, seen and unseen.

Grades 6-8: Building Bridges
Teachers: Chris McClure and Molly Helmers

Building Bridges is a world religions program to deepen youth's understanding of the dynamic, fascinating, and varied world in which they live. It seeks to broaden their knowledge of humanity and embolden their spiritual search. The program is organized roughly chronologically, capturing the strong parallel between societal change and religious evolution over human history. The Religions Timeline helps illustrate the emergence of religions in clusters at different points in history. However, this is not a history course. It is a series of workshops that attempts to lovingly and reverently examine some of the closest kept treasures of the human heart. This exploration nurtures participants' positive outlook toward other faiths and the people who follow them. To study religion together is to invite a certain amount of discomfort for individuals and conflict in a group. This program provides youth a unique opportunity to engage the world's diversity of faiths in a safe, affirming atmosphere that is grounded in Unitarian Universalist faith. As facilitators, acknowledge tensions and disagreement and model how to work toward understanding. Help create an environment where respectful exploration and questioning are encouraged, where differences are encountered with open minds and hearts.

Objectives:
• Increase knowledge of religions practiced around the world and in local communities
• Understand how religion addresses basic human needs
• Fosters acceptance of the diverse forms that religious expression takes
• Build awareness of the diversity of followers within every faith; understand that to know someone's religious identity is not the same as knowing what that person thinks, believes, or practices
• Support the faith development of participants
• Empower youth to better appreciate human diversity and connect with others and be able to respectfully discuss important matters with people with whom they disagree.
• Nurture open-mindedness and critical inquiry.

**Grades 9-12 (High School Youth Group): Heeding the Call**
Teachers: Jamila Johnson and Braden Fitzgerald

As Unitarian Universalists, we are called not to admire justice from a distance but to live right in it, under its roof. This series of workshops offers a unique opportunity to engage youth in the critical work of developing skills as Unitarian Universalists committed to social justice. The workshops encourage youth to reflect on their own lives while also making connections to the lives lived by others. This both/and approach increases youth’s self-awareness while also developing leadership skills. The stories offer real-life examples of people facing the complexities of living lives of justice it is under this roof that the youth become Justice Makers. Justice does not come into being automatically. Individuals must work together, learn together, listen together, laugh together, and heed the call together.

**Objectives:**
• Identify qualities needed to create justice
• Demonstrate how to engage in social justice work
• Connect youth’s sense of belonging to Unitarian Universalism by learning about the social justice actions of Unitarian Universalists
• Provide youth with tools they can use in justice work.
• Explore social justice as individual and collective acts of our spiritual journey

**Other Religious Education Activities**

**Children’s Chapel**
Children’s Chapel was created as another opportunity for gathering online, and to offset the absence of summer camp. Students gathered on Thursday mornings to participate in art projects with the Religious Educator. Lesson plans were focused on UU values or social justice. Attendance at first trended between 10-12 students per session, but eventually dwindled down to one family by June and was officially cancelled in July.

**Fellowship Movie Night**
Movie night was created on a whim after I ordered *Trolls: World Tour* for myself and offered to stream with the entire congregation. It has since turned into a weekly tradition. Since May, each Friday has seen trends of about 4 families per movie, with occasional discussion after the premiere, changed name to Youth & Family Movie Night.
Summer Youth Group
Summer Youth Group was implemented at the behest of high school students, as they did not wish to stop meeting after the spring. Summer group was spent discussing social justice issues, watching movies and playing games. Ultimately, it was another time to gather and enjoy each other’s company.

Childcare Providers
As the fellowship has closed, the question of how to properly utilize our childcare providers remained. For the fall of 2020, three childcare providers decided to stay on and assist with distance education. Not only do they assist each Sunday in the 2-3, 4-5, and 6-8 classes, but they have also taken on other responsibilities such as helping out with Youth Group and teaching Soul Matters classes at the end of each month.

Jamila Johnson

FROM THE CONGREGATIONAL ADMINISTRATOR
As your Congregational Administrator, my role serves the Fellowship at large in a vast array of capacities. These generally include communication and information management; accounts payable management and financial reporting; pledge drive management; coordination with the board, committees, and affinity groups; and facilities scheduling and management. It is a widely varied role and, even in a year such as 2020, I remain grateful to serve this congregation.

Communication and Information Management
Zooming through 2020
The most notable communication change of 2020 came, as you all know, with the implementation of Zoom for our primary meeting platform. The staff had an intense, very brief learning period, but it really is remarkable just how smoothly it has gone from the beginning. Managing Zoom for such a large and active group can be challenging and expensive, but we have been able to find workarounds (i.e. using breakout rooms instead of buying additional scheduling licenses, or using recurring meetings to save staff time in scheduling events) that have saved considerable Fellowship financial and time resources. In addition to managing traffic and cyber security for Sunday morning services and religious education classes, I also often sign on in the evenings to split concurrent groups out into separate meeting rooms or check that they have all the resources they need. While
not quite perfect, our way of Zooming seems to fit the bill well. Thank you, all, for diving in with us and learning this new medium!

If you’re not connecting with the Fellowship via Zoom, I encourage you to reach out to me – almost all of our activities are still gathering. I can assist with (some) technology issues, help you connect even if you don’t like being on camera, help those without computers connect, and more. The pandemic has proven to be a long, long haul, and it will continue for some time to come. Let me help get you connected!

Website: Out with the old, (almost) in with the new!
The current UUFA website was built somewhere around 2011, during the search period for Rev. Kent. Today, it proves more important than ever, yet it is very much starting to show its age and flaws. In November, we started experiencing significant problems with the website, including frequent crashing. It all came to a head the week of Thanksgiving, and a deep dive revealed almost a decade’s worth of shadow revision pages and over a handful of duplicate file structures on our servers, overloading them and causing the crashing. It also revealed a coding platform that had never been fully updated since the site was built. In the absence of personal travel plans, I spent most of the week cleaning up the unseen portions of the site and the server file system, alleviating the immediate crashing. I also built a shadow site that can be sent out at a moment notice if the site goes down entirely in the next couple months.

Back in February, I was able to meet with a local web developer to begin discussions on building a new website for the Fellowship. The UUFA board graciously set aside funding from the 2019 budget surplus for the bulk of the project. However, finding time to coordinate such a large project has proven difficult. Our crises in late November have renewed my energy for the project, and I hope to have a request for bids go out to a handful of developers in the coming weeks. Then we will build a new site and have a few focus groups for content development. Once a bid has been accepted, we should have an entirely new website in two to three months.

Weekly Email: Are you staying up to date?
In May 2019, the print newsletter was eliminated, in favor of the weekly email. While this change was challenging to some, the time saved has proven a valuable addition in 2020, along with the cost savings and environmental impact. The content of the weekly email is largely the same as a monthly newsletter, but in a more timely and concise manner, and the change seems to be welcome to most in the Fellowship community. If you are not receiving the weekly email, please sign up at www.uufames.org/email-signup. And if you’d like to submit something for the weekly email, you can submit it to me by Wednesdays at noon via uufa@uufames.org.
Accounts Payable Management and Financial Reporting

As you might have guessed, the Fellowship still has bills to pay, despite the closure of our building. Heating must still be run (at a lower level though) to keep pipes from freezing, electricity and lights are still needed for staff from time to time, and payroll is still needed even though staff are working remotely. And the board, finance committee, and Generosity Team all need accurate information reported to them regularly, in order to do their jobs responsibly. So, needless to say, this aspect of my job continues to be as steady as ever. Many thanks to Sarah Carlson, Melissa Niesen, and Chris McClure for often taking time out of their schedules to make the trek to the Fellowship to sign checks.

Chris McClure has done a wonderful job as our board secretary-treasurer these last two years. He provides financial oversight to my work, a valuable and detailed second set of eyes. Thank you, Chris! Those reading this report and meeting packet might also notice the distinct absence of a nomination for the secretary-treasurer role. It seems that many are intimidated by the title, I suspect... I would like to personally assure you all that the time commitment and skills required are indeed approachable, and I encourage intrigued congregants to reach out to me to discuss further. The role has evolved over the last eight years or so, and this is an important role to have filled.

Many thanks to Stephanie Fox, our volunteer manager of accounts receivable! Stephanie continues to come in and deposit all checks received (though just once a month now, rather than weekly) and manage our electronic pledge payments, maintaining important separation of duties. She does so with great accuracy, professionalism, and efficiency. Stephanie also frequently helps us ask important questions and improve our systems, as she comes with years of accounting and nonprofit experience. Thank you, Stephanie!

Finally, thank you to the entire congregation for your continued financial support of the Fellowship during this uncertain time. Your commitment to your staff and this beloved community is inspiring!

Pledge Drive Management

With the dissolution of the Projects Coordinator role a few years ago, the administrative work of the annual pledge drive fell to my position. Again this year, it was a pleasure to work closely with the Generosity Team to take a theme, develop graphics and materials for it, and carry the message out into the congregation. As pledges came in, I tracked them and coordinated follow-up with the team as needed. Our theme this year was “emerging stronger together,” encouraging congregants to envision how Fellowship life could change when we are finally able
to be together in person again. Additional information on the campaign and results are included below in the Generosity Team report.

Working remotely has better enabled some continuing education opportunities in this arena. I have been able to attend a handful of webinars on inspiring vitality in congregations. The biggest takeaways? Now is not the time for normal. Be flexible. Be thankful. And indeed, we are embracing all three!

**Coordination with the Board, Committees, & Affinity Groups**

In addition to coordinating the monthly board agenda (with the Executive Leadership Team) and materials, this year has had a couple smaller groups meeting on important projects: the employee handbook revision is almost ready for board review, and the regathering taskforce, focusing on how to best return to in-person Fellowship life. Rev. McKusick covered both in his report.

As the board prepares to welcome its newly elected members in January, another important pending project is the revamping of the board resource handbook. I discovered a copy of this handbook from 2008 this summer, when I was working on cleaning out the basement. Such a resource has not been used in all my time here (since 2014), at least. Updating it will hopefully help future members become more quickly acclimated to board service and the workings of the Fellowship.

**Facilities Scheduling and Management**

The administrative/office duties of my position often more than fill my available hours. But from time to time, I do work in the occasional building-related project. I find the variety and outcome rewarding. Most of the facilities management aspect of my position this year has been comprised by projects unforeseen, caused by, and also possible because of the pandemic...

**Who knew you had to run the air conditioner?!**

By May, we had settled in for a long pandemic absence from the Fellowship building. Classrooms had been cleaned for the summer, equipment stowed, bulletin boards cleared, and more. The air conditioning systems scheduling had been reduced so drastically that they essentially weren’t running, to save on the usually vast electric expense we see each summer. Thanks to the watchful eye of our custodian, Norma, we avoided utter catastrophe. Apparently, air circulation during humid summer months in Iowa is quite critical to preventing mold. Norma spotted our surface mold problems very early on, before it had penetrated into structures, but a significant portion of my summer and early fall was spent scrubbing walls, bleaching toys and equipment, installing dehumidifiers and fans throughout the building, and regularly checking every space in the Fellowship for signs of additional mold. The problem is fully mitigated now, and preventative measures in place. Who knew?!
Random Fun Projects
In addition to this summer’s biggest project, I was able to get some small building projects marked off the list (mostly while waiting for cleaned equipment to dry so it could be brought back inside). These included: mounting a wall box in Fellowship Hall for the AED unit and fire extinguisher; hanging a locked mailbox outside the main entry garden; cleaning out obsolete, accumulated, and damaged equipment from the basement; clearing leaf and other debris from all portions of the roof, and cleaning the gutters; and other projects too small to recall.

Looking Ahead
The largest project coming to the Fellowship building is the roof replacement project. A taskforce was formed, and a report on that is found below. I encourage all to read it, as this project has taken a number of years to reach fruition, and it has a significant impact on the long-term health of the Fellowship facility.

Additional projects for the Fellowship building are planned during the closure, springing from a public health perspective as we look toward reopening. We’ll be considering changes like additional automatic light switches, automatic soap dispensers, and sanitizing stations. Additionally, we’ll also need to look at additional audio/video installations/upgrades to bring a hybrid attendance structure to fruition. Possible air circulation and filtration changes may also need to be considered. For now, the regathering taskforce is starting to look at such needs, and the group will pull in other perspectives as needed.

Minor future projects (non-pandemic) include fresh paint in Hazelnut’s Room and the art wall of Fellowship Hall; installing a changing station in the lower level ADA restroom; and some minor plumbing repair (faucets) and electrical work (fixing Hazlenut’s lights and other small jobs). The latter will be hired out, of course.

Wrapping Up
This fall marked the start of my seventh year at the Fellowship. What a ride it has been! When I describe to others all that I get to do in my job, they are often quite surprised at the scope. I feel fortunate, as there’s never time to be bored, and I get to interact with so many people in so many different ways. I look forward to another year together with you all!

-Bradley Duckstein
## 2020 OFFERTORY SPLIT RECIPIENTS

<table>
<thead>
<tr>
<th>Month</th>
<th>Organization</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 2019</td>
<td>Emergency Residence Project</td>
<td>$626.50</td>
</tr>
<tr>
<td>January 2020</td>
<td>Planned Parenthood</td>
<td>$508.35</td>
</tr>
<tr>
<td>February 2020</td>
<td>United Way of Story County (Secret Friends recip)</td>
<td>$289.00</td>
</tr>
<tr>
<td>March 2020</td>
<td>Reggie’s Sleepout</td>
<td>$186.12</td>
</tr>
<tr>
<td>April 2020</td>
<td>The Community Academy</td>
<td>$440.00</td>
</tr>
<tr>
<td>May 2020</td>
<td>National Alliance on Mental Illness (Central Iowa)</td>
<td>$307.00</td>
</tr>
<tr>
<td>June 2020</td>
<td>No More Deaths</td>
<td>$455.00</td>
</tr>
<tr>
<td>July 2020</td>
<td>Equal Justice Initiative</td>
<td>$900.00</td>
</tr>
<tr>
<td>August 2020</td>
<td>Ames Pridefest</td>
<td>$525.00</td>
</tr>
<tr>
<td>September 2020</td>
<td>Assault Care Center Extending Shelter &amp; Support</td>
<td>$145.00</td>
</tr>
<tr>
<td>October 2020</td>
<td>Ames Public Library Friends Foundation (RE selection)</td>
<td>$210.00</td>
</tr>
<tr>
<td>November 2020</td>
<td>The Bridge Home (formerly ERP)</td>
<td>$730.00</td>
</tr>
<tr>
<td>December 2020</td>
<td>KHOI Community Radio</td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL (since last annual report)** $5321.97

<table>
<thead>
<tr>
<th>Period</th>
<th>Organization</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>June-July</td>
<td>Black Lives Matter - local movement through Des Moines Mutual Aid Bail Fund</td>
<td>$1295.00</td>
</tr>
<tr>
<td>Aug-Nov</td>
<td>Black Lives Matter - local movement TBD</td>
<td>$900.00</td>
</tr>
<tr>
<td>March-Nov</td>
<td>Partner Church (non-budgeted)</td>
<td>$4675.00</td>
</tr>
</tbody>
</table>

**TOTAL (other)** $6870.00

- As of 2020.11.30 - Board has allocated an additional $3775 YTD from reserve funds that has been sent to our Partner Church, in addition to the individual donations listed above and our annual budgeted amount of $1000 (not listed above).

- 2020.06.10 - Ames High School Prairie (originally scheduled for July 2020) moved by board action to TBD 2021 date.
FROM THE ADMINISTRATIVE & PROPERTY CLUSTER

Committees whose missions support the administrative and property concerns of the congregation.

BUILDING COMMITTEE

Contact: building@uufames.org

Mission: The committee is responsible for the non-emergency, non-urgent maintenance and long-term upkeep of the building and its façade.

Meeting time for 2021: As needed

Committee Members: Sally Daub, Dave Fox, Larry Koehrsen, Donald Lewis, Dennis Lindeman, Craig Mushel (chair)

No report submitted.

GROUND AND LANDSCAPE COMMITTEE

Contact: grounds@uufames.org

Mission: The committee is responsible for all issues relating to the exterior of the building (not including the building façade), continuing to maintain, protect, and enhance the grounds surrounding the UUFA.

Meeting Time for 2021: As needed

Committee Members: Cheryl Lawson, Sally Daub, Catherine Huisman (special projects)

2020 Projects/Improvements

- Traditional group clean-up events were not scheduled this year. Individuals weeded and trimmed throughout the summer.
- Main Entry Garden – designed & maintained by Catherine Huisman
- Volunteers signed up to work as individuals or family groups to mulch the garden plots in the lower lot.
- The following improvements were made to the Memorial Garden:
  - Sod was laid over the eroded area along the patio and bare spots in the lawn were seeded.
  - Tom Jordan (Garden Therapy) worked with the grounds committee to choose new shrubs and flowering plants in the garden. After planting, he spread a layer of fresh mulch and Bradley installed sprinklers to water through the dry season.
  - The rotted wood of the peace pole was replaced with a cedar pole.
A clump of trees hanging over the southwest corner of the upper parking lot was removed, along with several ash trees (ash bore infestation), after the board approved funds for the project.

Looking Ahead to 2021:

- Concrete leveling near entrance to Memorial Garden and walkway near the gingko trees.
- Work on eliminating invasive species from the hillside.

**DUSTIN BERGER MEMORIAL LIBRARY COMMITTEE**

Contact: library@uufames.org

Mission: The Unitarian Universalist Fellowship of Ames Dustin Berger Memorial Library will provide a place and resources for members and friends to explore the seven principles and six sources of our faith. It will provide an environment that is accessible, helpful, and multimedia in nature. The library committee will provide policies, structures, and assistance to live up to this mission statement.

Meeting Time for 2021: Second Saturday of each month, 9:30-12:00, once in-person gathering resumes

Committee Members: Barb Abbott (chair), Roger Berger, Carol Elbert, Sue Koehrsen, Joyce Matters, Susan Posch (frequent book reviewer)

2020 Remarks:
The committee was unable to meet after February, due to the closure of the UUFA building. Meetings are expected to resume when in-person gathering is possible.

**FROM THE COMMUNITY BUILDING CLUSTER**

Communities whose missions support congregational commitments to caring, connectedness, and fostering healthy relationships.

**CARING NETWORK**

Contact: caring@uufames.org

Mission: The Caring Network facilitates a ministry of hope and caring within the Fellowship, helping members to both support each other and be supported in times of joy, sorrow, loss or other life transition.

Vision: The Caring Network, working closely with the minister, quickly and appropriately responds to member needs as its resources allow. It seeks out and uses the most effective ways to help congregants care for each other and to
provide ministry through cards, visits, transportation, meals, pastoral care, support for memorials and receptions, and assistance with special short term caring needs.

Meeting time for 2021: Second Thursday of each month, 11:00 am

Committee Members: Rev. Kent McKusick (ex-officio), Rilla Fox (Compassionate Companions), Jamie Gurganus (chair; lead coordinator), Jonah Powell (general coordinator), Lynne Van Valin (cards & correspondence), Carol Barrick (general member)

Report Submitted by: Jamie Gurganus

Committee Meetings: The formal committee only met in-person in January this year. February’s meeting was canceled due to a snowstorm, and March brought the beginning of the closure due to COVID. Starting in April, we began meeting via Zoom.

Major Accomplishments: The Caring Network decided to make a list of congregants to contact each month during the pandemic, to make sure everyone was coping. Each month, we discussed how everyone was doing. We also continued with our usual responses to illness, death, surgery, or new babies with cards, phone calls, and meals. Certain volunteers on the transportation list were still able to provide occasional rides to members, as long as masks were worn by both parties at all times.

Memorial Services: This year, the Fellowship hosted two memorial services for members (Cheng Hsieh on January 4 and Pat Trimbell on January 18) and provided receptions afterwards. Unfortunately, the memorials scheduled for Dorothy Kizer on April 18 and Julie Freed on May 2 had to be postponed indefinitely. Finally, member Joyce Brink died on July 15, but no service was able to be planned.

Compassionate Companions: No workshops or meetings were held during 2020.

Looking Ahead to 2021: The Caring Network will read and discuss chapters of Held: Showing Up for Each Other’s Mental Health by Barbara Meyers over the next several months.
CONGREGATIONAL LIFE COMMITTEE

Contact: congregationallife@uufames.org

Mission: The Congregational Life Committee fosters opportunities for congregants to build relationships and connect with each other through UUFA social activities and special events. Specifically, the committee is responsible for a) the disbursement of monies from the “Dream It Up and Do It Fund” and b) developing best practices for organizing Fellowship events.

Meeting time for 2021: As needed

No report submitted.

HEALTHY RELATIONS TEAM

Contact: hrt@uufames.org

Mission: The Healthy Relations Team mission is to promote the well-being and emotional safety of the UUFA by assisting congregants in addressing and constructively resolving conflict in order to foster healthy relationships within our community.

Committee Members: Jan Cook (chair), Jonah Powell, Faith Winchester

Meeting time for 2021: As needed

No report submitted.

MEMBERSHIP SERVICES COMMITTEE

Contact: membershipservices@uufames.org

Mission: The Membership Services Committee welcomes, guides, facilitates, and encourages membership in the congregation of the Unitarian Universalist Fellowship of Ames.

Meeting Time for 2021: As needed


Report Submitted by: Jamie Gurganus

2020 Accomplishments:
The committee had one Member Exploration class scheduled in February. Since only two people registered for it, Rev. McKusick met individually with them. Due to the pandemic and UUFA’s ongoing closure, no New Member Sundays nor additional classes have been held this year, as all the materials were not best suited for an online format. Rev. McKusick is working on revamping exploration sessions and we hope to offer something in very early 2021.

Jamie and Rev. McKusick attended the Mid-America Zoom workshop called Membership Conversations during Covid in late October. From this workshop, we learned of several congregations who are still able to register and contact visitors through a virtual guest book on their webpage. Bradley added this to the UUFA’s webpage soon thereafter.

Looking Ahead to 2021:
Rev. McKusick has shared an online curriculum for being able to continue Membership Exploration classes while the building remains closed. We hope to have something put together by the beginning of 2021.

Additional Comments:  
The online Sunday morning streaming of services has had a steady participation of an average of 70, with many logins holding more than one individual per screen. It has also been nice to have members who have moved away joining us most Sundays. We’ve even had individuals join us from more conservative parts of the state and find our congregation to be a “breath of fresh air and hope each week.” We are pleased with the sustained high level of engagement, even in the midst of such a challenging time. Our recommendation will be to continue livestreaming services in some way after our building reopens.

Contact: nominating@uufames.org

Mission: Nominating Committee’s mission and structure is determined by the UUFA bylaws. “The Nominating Committee presents a slate of candidates for officers, Board members, and one new Nominating Committee member at the annual meeting. The committee will announce its selections at least two weeks prior to the annual meeting.”

Meeting time for 2021: As needed. Typically (briefly) once per week during the months of August through October.


No report submitted.
Committees that oversee the financial health and planning of the congregation.

ENDOWMENT ACQUISITION & DISBURSEMENT COMMITTEE

Contact: endowment@uufames.org

Mission: The Endowment Acquisition and Disbursement Committee shall cultivate, solicit, and steward gifts and bequests from all possible sources consistent with the Endowment Acquisition and Disbursement policies and procedures. This committee shall make a diligent effort to develop and carry out programs for acquisition purposes. Such solicitation shall not be conducted in competition or conflict with the regular pledge programs of the Fellowship.

Meeting time for 2021: as needed, semi-annually with Endowment Fund Investment Committee


No report submitted.

ENDOWMENT FUND INVESTMENT COMMITTEE

Contact: investments@uufames.org

Mission: To accept, invest and manage the resources of the UUFA Endowment Fund, consistent with UUFA investment policies, to transfer funds to be disbursed and to report the fund status to the Board and congregation.

The committee works to manage investments to maximize fund growth while maintaining security. The committee also maintains all contribution and disbursement records, to determine annually the value of each restricted and non-restricted account. They also consult with the Endowment Acquisitions & Disbursements Committee on actions for acquisitions and needs for disbursements.

Meeting Time for 2021: As required - at least twice per year

Committee Members: Larry Koehrsen (through 2021), Stu Huntington (through 2023) Dave Fox (chair; through 2025)

Report Submitted by: Dave Fox

2020 Remarks:
With the pandemic, this has certainly been a unique year. Contributions of a little over $10,000 were received in 2020 with no expenses except our financial advisor fees. The balance at the end of October is $510,030.90 as compared to the end of December 2019 balance of $509,392.83.

The various fund balances within the Endowment at the end of October 2020 are as follows:

- Cook Fund: $15,736.92
- Berger Library Fund: $19,986.31
- Capital Replacement Fund: $60,565.66
- Unrestricted Endowment Fund: $413,742.00

Looking Ahead to 2021:
As we look forward to 2021, the UUFA will embark on a major project of roof repair and replacement that has been under consideration and need for some time. A significant portion of funding for the initial phase of roof replacement will come by using some of the Capital Replacement Fund and some of the Unrestricted Fund as determined by the Endowment Acquisition and Disbursement Committee. It is anticipated that a capital campaign will be required to complete the funding for the roof replacement and restore the funds in the Endowment. More information will be provided as the project develops in 2021.

Contact: finance@uufames.org

Mission: The Finance Committee is responsible for developing the annual budget and auditing the Fellowship financial records. The Finance Committee works along with the Congregational Administrator to support the Treasurer and to coordinate communication among committees (particularly the Generosity Team, Membership Services Committee, Endowment committees, and Personnel Committee), the Board of Directors, and the members of the congregation.

Meeting Time for 2021: As needed.

Committee Members: Stephanie Fox (chair), Dave Fox, Carol Spencer, Mike Francom, Claus Niesen

Report Submitted by: Stephanie Fox

2020 Accomplishments:
Except for moving to virtual meeting format, the Finance Committee was generally able to function normally.
- Conducted orientation for new committee members. Written materials can be used for future committee trainings
• Completed annual financial review. New committee members provided new insights and recommendations
• Completed most of the building inventory prior to building closure.
• With Endowment Investment Committee, developed master plan for moving Money Market funds to the investment account and for moving all accounting under the Congregational Administrator. Actual funds transfer was deferred due to market volatility but the accounting responsibility will shift in 2021.
• Compiled 2021 budget utilizing special line items for one-time savings. Format improved transparency

Looking Ahead to 2021:
• Recruit new committee members and new committee chair
• Determine if financial review should be conducted in socially distanced manner or cancelled altogether.
• Work with Endowment Investment Committee to transfer Money Market funds to the investment account if market conditions warrant. Implement remainder of accounting plan if transfer is made.
• Compile budget for 2022
• Complete building inventory
• Create committee “institutional memory” by developing written documentation on all procedures and financial statement interpretation

Contact: personnel@uufames.org

Mission: The Personnel Committee provides support to the UUFA minister and staff in the implementation of the UUFA employment policies and practices. The committee also acts in an advisory capacity on personnel matters for the Fellowship Board.

Meeting Time for 2021: As needed

Committee Members: Cheryl Lawson (chair), Brenda Witherspoon (special projects; compensation), Stephanie Fox (finance liaison), Mary Richards (ex-officio 2020; policy review)

No report submitted.
FROM THE OUTREACH CLUSTER

Committees whose missions support congregational commitments to community and international connections.

PARTNER CHURCH COMMITTEE

Contact: partnerchurch@uufames.org

Mission: The Partner Church Committee takes the lead in coordinating and facilitating our partnership with the congregation of Tordátfalva, Romania.

Meeting Time for 2021: TBD

Committee Members: Brian & Lisa Eslinger, Kitty Fisher (chair), Joan Mathews, Lee Molgaard, Mary Richards, Brenda & Mark Witherspoon

No report submitted.

SOCIAL JUSTICE COMMITTEE

Contact: socialjustice@uufames.org

Mission: The Social Justice Committee studies social justice issues in our community and world, informs Fellowship members about social justice issues and actions, and encourages UUFA members to be active in making social justice happen.

Meeting time for 2021: The committee is not currently functioning.

No report submitted.

FROM THE PROGRAM CLUSTER

Committees whose missions support and oversee the programming and education efforts of the congregation.

ART EXHIBITION COMMITTEE

Contact: art@uufames.org

Mission: The goal of the Art Exhibition Committee of the UUFA is to exhibit spiritually enriching art work that supports the creative process in us all. The art exhibition area of the Fellowship building, known as the Gallery in the Round, has a dual role as a continuing aesthetic and artistic enrichment to the practice of ethical and liberal religious ideals within the UUFA and as a community-based professional art gallery.
The Art Exhibition Committee supports and encourages freedom of expression in all its activities. Issues of diversity, individuality, complexity, inventiveness, artistic quality, and the presentation of ideas and issues are considered in the selection of the exhibition program.

The Committee welcomes the open discussion of issues and ideas raised by the exhibited art works (and the artistic processes employed in their creation).

Meeting time for 2021: As needed

Committee Members: Barbie Adkins, Bob Anders, Mary Brooks, Dennis Dake (chair), Rilla Fox, Mike Francom, Stu Huntington, Chris Martin, Melissa Stenstrum, Fred Vallier, Roberta Vann

Report Submitted by: Bradley Duckstein, Congregational Administrator

2020 Exhibits (visit www.uufames.org/gallery/previousexhibits for more information):
- December 6, 2019-February 1, 2020: *Pathways: Iowa Landscapes* by Stewart Buck
- February 1, 2020-March 28, 2020: *Process the Progress* by Jamila Johnson

**RELIGIOUS EDUCATION COMMITTEE**

Contact: recommittee@uufames.org

Mission: The Religious Education (RE) Committee works with the religious education staff to nurture and educate our children and youth, helping them to understand Unitarian Universalism, themselves, and the world

Meeting Time for 2021: Monthly, Tuesday or Thursday evening (exact week TBD)


Report Submitted by: Sam Ose

2020 Remarks:
At the start of 2020, we had a busy year ahead of us. RE classes & weekly activities were going strong, we had big plans in the works for summer camp and summer activities, and professional development activities were pursuing long-term goals. We had 3 people attend OWL instructor training, enabling us to offer more courses in the future.

At the end of 2020, we’re still here. RE classes have continued. We have weekly social activity (Movie Night) online where the kids can chat with their friends. We have developed plans for both online and in-person events, and are prepared to switch to in-person classes quickly.
Jamila Johnson has done the vast majority of the work this year. When COVID changed Fellowship life, she rapidly developed a variety of activities to keep students engaged, both educationally and socially. She prepared a great 2020-2021 Learning Plan tailored to online learning, expanding and modifying curricula to suit our kids needs. She’s personally run weekly Movie Night. Monthly, she prepares each student a take-home bag of all the materials needed for each RE class activity. She’s found a great group of teachers to teach online. In short, she’s made this year work.

SUNDAY SERVICES COMMITTEE

Contact:  sundayprograms@uufames.org

Mission:  The Sunday Services Committee (SSC) supports the minister’s responsibility for Sunday morning services.

Sunday morning services are the most visible manifestation of the ministry of the UUFA. This committee embodies our Fellowship’s tradition of shared ministry. Specifically, the SSC aims to realize the congregation’s commitment to being “a beacon of social justice and liberal religion” by providing collaborators, facilitators, ideas, and feedback to support the minister’s Sunday services and by planning, shepherding, and implementing services when our minister is not in the pulpit.

Meeting Time for 2021:  Second Saturday of each month, 10:00-11:30

Committee Members:  Sarah Carlson, Jan Cook, Kitty Fisher, Ralph Gandy, Dan Haug, Nichole Ose, Jane Runneals (co-chair), Amy Slagell (co-chair). Karen Bates and Peggy Earnshaw served on the committee for part of the year.

Report Submitted by:  Amy Slagell

2020 Accomplishments:
- Supported the minister in his work developing our thematic ministry throughout the year. The service themes this year, supported by Soul Matters resources, included, Integrity, Resilience, Wisdom, Liberation, Thresholds, Compassion, Justice, Renewal, Deep Listening, Healing, and Stillness.
- Hosted guests at in person services (e.g. Courtney Duffard from AMOS, UU minister Rev. Sally Fritsche) and for online services (e.g. Speakers from Drawdown and UU minister Rev. Kimberley Debus).
- Members of the committee created or shepherded nine Sunday services during 2020.
  - The shift to virtual services led to a greater reliance on Reverend McKusick and the strong UUFA internet connection to provide a successful Sunday Morning service.
Committee members with strong connections shared readings, while Kent planned and carried out about 4 ½ months of services without an SSC service.

By the end of July Dan Haug was prepared to run the technology and the SSC began to contribute more regularly to shepherding and/or developing services.

- Saturday morning rehearsals for virtual Sunday services have become a regular feature of our practice and has helped us create services that allow members (and presenters) to focus on the content rather than feeling stressed about the technology.

Looking Ahead to 2021:
The committee is grateful for Reverend McKusick and the behind the scenes work of Bradley Duckstein during the shift from in-person to virtual services. We have all learned a great deal about online tools and connection speeds and about the role of Sunday services in supporting a sense of connectedness among members.

The committee appreciates the continuing engagement of members of the UUFA in our virtual Sunday Services. Our very first zoom service had just under 50 connections; by our second there were 86 devices connected to our zoom service and that level of engagement has persisted. The efforts of members to help other members get connected and navigate the new tools that allow us to continue to experience Sunday mornings together is deeply appreciated. We are optimistic that when we return to in-person gatherings, we may also be able to continue some form of virtual engagement. Our experiences during the past year have shown us that virtual services can create amazing opportunities (remember hearing Emma’s Revolution and Peter Mayer live on a Sunday morning?) and allow those who are unable to travel on a Sunday morning to participate. We will need to continue to develop new capacities to help our virtual outreach further the mission of this committee and of the UUFA.

FROM THE GENEROSITY TEAM

Contact: generosity@uufames.org

Mission: We will create a culture of generosity that sustains the mission and vision of the UUFA. We will emphasize and elevate generosity as a spiritual and ethical practice.

Meeting Time for 2021: 4th Wednesday each month, 7:00pm

Committee Members: Kitty Fisher, Molly Helmers, Sue Koehrsen (co-chair), Sarah Manatt, Rev. Kent McKusick (ex-officio), David Slade, Ben Woline, Sam Wormley (co-chair)
To create a culture of generosity......

As I write this we have just completed a successful pledge drive at the end of an unprecedented pandemic year. To date, 155 families have pledged over $287,000 toward 2021 operating expenses, a total slightly beyond last year’s major increase in giving. This is a traditional measure of generosity of course and one we greatly value, even as we give added emphasis to contributions of time and talent and the building of leadership.

This year the Generosity Team has often focused on saying thank you, recognizing that the way gifts are received is a big part of encouraging giving of all kinds. We have continued to schedule Generosity Moments during Sunday Services as an effective sharing of what the UUFA “means to me”. And for the first time we had a donor make a generous contribution in honor of a member who goes above and beyond in UUFA commitments and in service to the community – a chance for us to present a Generosity Moment from a different angle and to inspire others in the congregation.

We joined the entire congregation in working to maintain personal connections for the many months our building’s been closed, and in celebrating an effective move to Zoom for all the activities on our traditional schedule.

Next year, we expect to:

- Identify two new members to the Generosity Team
- Continue Generosity Moments in Sunday Services
- Practice other approaches to communication, including videos
- Support an awareness campaign for Endowment Acquisitions
- Revive some project ideas that we couldn’t pursue this year
- Continue to draw lessons from the pledge drive to apply in the future, including two factors that are a threat to future sustainability. These are decreasing membership levels and giving patterns that make us dependent on a small number of contributors as indicated in the statistics below.

<table>
<thead>
<tr>
<th>Quartile</th>
<th>% Households</th>
<th># Pledging Units</th>
<th>Average Pledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>4.5</td>
<td>7</td>
<td>$10,160</td>
</tr>
<tr>
<td>Medium High</td>
<td>9.7</td>
<td>15</td>
<td>4,867</td>
</tr>
<tr>
<td>Medium Low</td>
<td>18.7</td>
<td>29</td>
<td>2,429</td>
</tr>
<tr>
<td>Low</td>
<td>67.1</td>
<td>104</td>
<td>699</td>
</tr>
</tbody>
</table>
Taskforce Members: Danelda Allen, Bradley Duckstein, Dave Fox, Larry Koehrsen, Craig Mushel

Report Submitted by: Larry Koehrsen

There have been numerous discussions over recent years regarding the condition of the roof on the Fellowship Building and the need for a plan for repairs and/or replacement. Earlier this year, an ad hoc committee formed to try to move this process forward.

The taskforce recognized that professional help was necessary to assist in the evaluation and decision process. A Request for Proposal was prepared, proposals were received and evaluated, and Shive Hattery Architecture-Engineering was selected to do a detailed analysis and report on the condition of the roof and to provide recommendations for necessary repairs/replacement.

The study was completed and accepted by the taskforce and the Board of Directors. Findings of the report reveal that the roof reflects the construction of the Fellowship Building in several phases with the building expansions. There has not been a previous evaluation or repair/replacement program for the entire roof structure.

Recommendations in the report included some relatively minor immediate repairs that have largely been taken care of and a phased plan for replacement of the entire roof. With the concurrence of the Board of Directors, the taskforce is now working with Shive Hattery to develop construction plans and specifications for about half of the roof that is most in need of replacement. It is anticipated that bids will be received for this work shortly after the first of the year and that construction will take place in late spring or early summer.

The estimated project cost for this phase of the project is approximately $150,000. Funds will be derived from the capital expenditure reserve, from the Endowment Fund, and from members wishing to make a special contribution to this long delayed and much needed project. Some pledges have already been received.

As a footnote to the roof project, it was noted during the consultant’s inspection that the chimney for the building is in need of repair. Further evaluation led to the conclusion that if we replace the gas fireplace in the Fireside Room with an electric unit, we will no longer need the chimney. We are proceeding with this
approach. The fireplace modification is in process and will be finished soon. The chimney will be removed as part of the roof replacement project.

SOUL MATTERS SMALL GROUP LISTENING CIRCLES

2020-21 Circle Facilitators: Ronni Kahn, Sue Koehrsen, Ginny Molgaard, Erin Pederson, Jonah Powell, Roberta Vann

Soul Matters listening circles successfully and gracefully transitioned to Zoom for their final months of Spring 2020. And new Zoom-held Soul Matters groups began again with increased participation in September. We’re now up to six groups, with more diversity and including one co-ed group for the first time. It is different to not be in-person, but the deep listening and sharing continue to create connections well beyond our usual opportunities for conversation.

MINDFULNESS & MEDITATION

- Our group provides support and instruction in meditation techniques, broadly defined.

- We were able to make the transition from in-person to Zoom pretty seamlessly this year. It has perhaps meant we have fewer people attending each week (about 8-15 on Zoom, compared to about 8-24 in person), but it has kept up our momentum and vibrancy.

- We use a rotating team of leaders, including (but not limited to) Faith Winchester, Rilla Fox, Barbi Greenlaw, and Douglas Gentile. Each leader chooses a topic or book to guide, sometimes just for one week, sometimes taking several months. This has continued seemingly effortlessly with the gracious effort of all involved.

- We anticipate continuing on Zoom until it is safe for us all to be together again. At that point, we might recommend finding a way to continue to offer zoom connectivity so that we can have a blended in-person/online approach. This might require discussions about new technology for the UU (e.g., microphones).
Buddhism Discussion Group

- This group focuses on studying Buddhist philosophy and practices from multiple Buddhist traditions, led primarily by Zen monk Douglas Cheolsoeng Gentile.

- We made the transition from in-person to Zoom easily, with no real drop in attendance (~7-10)

- Among other things, this year we studied Shantideva’s Way of the Bodhisattva, by reading Pema Chodron’s commentary guide and by viewing some of her lectures on it.

- We anticipate continuing on Zoom until it is safe for us all to be together again. At that point, we might recommend finding a way to continue to offer zoom connectivity so that we can have a blended in-person/online approach. This might require discussions about new technology for the UU (e.g., microphones).

Ames Climate Action Team

The Ames Climate Action Team is an ecumenical group started by the UUFA in September 2018. The team works on local initiatives that combat climate change.

Vision: A resilient, inclusive, equitable, and vibrant future for all people in the Ames, Iowa State University, and Story County community.

Goals:
1. Work on local actions to transition Ames, ISU, and Story County off fossil fuels and sequester carbon so Ames and ISU can become carbon-neutral by 2030.
2. Learn, talk, and raise awareness about climate change.
3. Make climate change a topic for the 2020 election.

Stay Updated on Our Work:
- ACAT’s Facebook Page
- Public Google Drive (past minutes, resources, etc.)

Ames Climate Action Team created 3 groups to take action on the three specific goals created during our strategic planning. The CAT 2020 work plan is also included as part of our 2020 Annual Report. This was the first year that CAT created a strategic plan and a work plan. A major event we are looking ahead to in 2021 is supporting the creation of a “Climate Action Plan” (CAP) by the City of Ames, which is in the current fiscal city budget. Additionally, Allison is hoping to start a youth climate action team as a subgroup to engage with projects related to the CAT vision and goals.
**Group 1:** Work on local actions to transition Ames, ISU, and Story County off fossil fuels and sequester carbon so Ames and ISU can become carbon-neutral by 2030.

CAT sub-group 1 embarked on a plan to interview the folks most intimately involved with climate actions in the Ames City decision making process, beginning with the three staff members who were responsible for writing the RFPs in that area. The initial interview made us realize that this approach educated us as committee members and at the same time created relationships with our interviewees that would be very valuable as the entire CAT team proceeds with its strategic plan.

Therefore, we have:

- Interviewed or made plans to interview the mayor and all members of City Council,
- Interviewed a representative of the Story County Board of Supervisors
- Interviewed or made plans to interview heads of relevant city departments and key employees
- Made plans to widen our net to include decision-makers at the university
- Begun to develop a list of potential relevant stakeholder interviewees in the community: real estate developers/builders, Chamber of Commerce, etc.
- Ordered multiple copies of the book Facing the Climate Emergency: How to Transform Yourself with Climate Truth by Margaret Klein Salamon to share with all of CAT and discuss.
- Reviewed the Ames Climate Vulnerability Assessment, Community of Ames Greenhouse Gas Inventory, and Ames Renewable Energy Potential Study to provide feedback in collaboration with climatologist Dr. Chris Anderson
- Provided comments to the city of Ames during their 2020 Budget Townhall meeting to request continued funding for a 2021 Ames Climate Action Plan and funding of climate projects to be initiated in 2021
- Provided comments and feedback on the City of Ames 2045 Transportation Plan in relation to the anticipated Ames Climate Action Plan

We have created rough summaries of all our interviews that would be available to anyone interested upon request.

**Group 2:** Learn, talk, and raise awareness about climate change.

Web Presence:

- Created and continually updated Facebook page
  - Created events and invitations to ACAT meetings
  - Distributed information about climate and climate-related events
- Created (with steering committee members) public and internal ACAT Google Drive folders to house meeting agendas and minutes, strategic planning documents, resources, and more.
Outreach:
- Created ACAT activity calendar and distributed to ACAT, local faith groups, area nonprofits, ISU student organizations and professors, and Ames High School science teachers
- Published Tribune columns on climate:
  - Deb Fink, *Now is the Time for Climate and COVID-19 Action*, opinion, August 26, 2020

Education:
- Presentation and discussion by Dr. Dara Wald, ISU Professor of Environmental Communication, on communicating science to the public. This session aimed to help climate activists better communicate the urgent implications of climate change.
- Requests made to Ames Public Library to collaborate on programs.
- List of possible speakers and presentations generated.
- Attended climate communication and outreach events hosted by other organizations (Climate Mobilization, Midwest Climate Summit, etc.) to observe and learn about outreach/engagement strategies ACAT can adopt.

Messaging:
- Created messaging themes (web, email):
  - “Climate change has local impacts and local solutions”
  - “We have a shared concern with climate, climate vulnerabilities”
  - “Climate action must be intersectional and holistic”

Future Objectives in 2021:
- Collaborate with ACAT large group to define outreach message and action
- Establish partnerships with other organizations around climate (e.g. CCL, Climate Reality, Sunrise, Prairie Rivers of Iowa, Outdoor Alliance). Support each other’s events and initiatives.
- Coordinate listening meetings (with Group 1) with climate action planning stakeholders.
- Coordinate Climate Action Plan outreach series.
- Contribute to Ames’ 2021 Earth Day Celebration and EcoFair.
- Continue to contribute to local, state, and regional climate events.

**Group 3: Make climate change a topic for the 2020 elections.**

The primary call to action for the four members of Group #3 was very early on in the year 2020: they were to generate a statement for party platforms, and for members to use when attending caucus events, and this was accomplished.
• Created, submitted (to state-wide Democratic platform), and shared with members an Ames Climate Action Team Democratic Caucus Resolutions 2020 document.
• Many members of CAT attended various political candidate events to ask climate-related questions and communicate concerns for the climate crisis
• Several CAT members met with political candidates and/or their staff representatives to ask climate-related questions and communicate concerns for the climate crisis
• Hosted JD Scholten at a CAT meeting so he could share his thoughts on the climate crisis and his climate-related platform
• Hosted Latifah Faisal at a CAT meeting so she could share her thoughts on the climate crisis and her climate-related climate platform
• Several CAT members spoke to JD Scholten to help educate him on the science of climate change and potential solutions in Iowa
• Several CAT members spoke to Tereasa Greenfield to help educate her on the science of climate change and potential solutions in Iowa Interviewed or made plans to interview the mayor and all members of City Council,

Ongoing Objectives in 2021:
The group also generated a two-page draft for non-partisan Ames Climate Team messaging, as ACAT struggles with language to communicate about climate issues and our ACAT efforts. That work has not been finalized, and will continue forward into 2021.