

The Voice

Minister's Moment

What comes to mind when you think of leadership? Do you imagine someone busy defining projects, giving orders and telling others what to do? Do you picture someone involved in all aspects of a program or project, frantically working to keep all the parts running smoothly? If so, I suspect you are thinking more of a manager than a leader.

This is not surprising in the least. Management and leadership are often conflated, especially in smaller congregations like ours. When this happens leaders (lay leaders and ministers) often spend more of their time managing people and projects than actually leading the organization.

"But how can we get anything done if we don't have good management?" you ask. Good question! You can't. Every organization needs both good management and good leadership, but they are not the same thing. As Gil Rendle, an Alban Institute consultant and church leadership expert, says in "What Leadership Is... and Isn't," *management* is "something that makes the organization operate smoothly." Management tries to answer the question, "Are we doing things right?" By contrast, Rendle says, *leadership* asks the question, "Are we doing right things?"

In other words, management is focused on the details, reactive to what is happening in the present moment, and project oriented. Leadership is focused on the big picture, more proactive than reactive, and mission oriented. Managers make sure a project is completed and done well. Leaders

articulate the vision of the organization and inspire and empower others to work together towards that shared vision.

Luckily we have great leaders and managers at Peoples Church! And, like all volunteer organizations, we could always do better to further understand how to work together, how to develop clearer pathways to leadership positions, and how to sustain volunteer service of all kinds as a fulfilling, spiritual practice.

So, what would it look like to have more spiritually grounded, sustainable, healthy leadership and management at Peoples Church? What would it look like to have a governance model that was clear, easy to understand, and functioned to liberate people for action?

This month at Peoples Church we will explore these questions of leadership and governance together. The good news is we have already taken the first step by approving a new mission (Hooray!). Now we just need to put policies and procedures in place to support our new mission and empower

people to act. The Board is leading the way on this: please talk to them anytime for more information or to offer your input.

It is an exciting time at Peoples Church! I am excited to lead with you all into this next phase of our shared ministry.

In faith,

Rev. Rebecca

"If you want to build a ship, don't drum up the (people) to gather wood, divide the work and give orders. Instead, teach them to yearn for the vast and endless sea."

-Antoine de Saint-Exupery (1900-1944)

Sunday Morning Worship

11am

Join us for a month on the topic of Leadership!

JANUARY 7

11am Service: Avoiding Burnout: Leadership as Spiritual Practice

Have you ever felt like serving at church took more energy out of you than it should? Have you ever seen a great lay leader burn out and disappear? It happens, but it doesn't have to be this way! Let's explore how we can prevent burnout at Peoples Church by engaging in leadership as a spiritual practice and opportunity for growth. Service by Rev. Rebecca and music by Scott Mansfield.

JANUARY 14

11am Service: The Edict of Torda: 450 Years of Religious Freedom

What do a 16th century Transylvanian King, an anti-Trinitarian religious radical, and current members of Peoples Church have in common? Why religious freedom and tolerance of course! It has been 450 years since the Edict of Torda, a founding Unitarian Statement of Religious Tolerance was issued. Join us as we celebrate this pivotal moment in our history. Service led by Rev. Rebecca and music by Joan Jacob.

JANUARY 21

11am Service: Leadership ReImagined

As we journey deeper into the 21st century, new leadership models and ways of "doing church" are cropping up everywhere. What can we learn from these emerging ministries and contemporary leadership trends? Where are we going and who is going to lead the way? Service by Rev. Rebecca and music by Peoples Choir.

JANUARY 28

11am Service: Service under construction, details to come later. Service led by Bryan Davis and music by Mike Maas and Carlis Faurot.



**COOKIES,
COFFEE,
& FELLOWSHIP**
Following service.

Joining the Online Directory

As many of you know our church has moved to a new church record keeping solution called Realm. It primarily serves the administrative needs of our staff, but it also offers some exciting opportunities to support the way you are involved in our church. Not only will this improve the work life for our ministry staff, it will make it easier for our church family to connect with each other, keep up with what's going on, and grow as a connected community.

Everyone in our church gets a unique profile. Your profile contains everything you want people in our church to know about you. Your profile also enables you to join a small group, RSVP to events, update your contact information, change family details, set notifications, and provide/update family photos. When creating your profile you can opt into the Online Directory which will allow you and others members to connect with each other. The Online Directory is a more up-to-date, dynamic version of the old printed church directory. You also get to determine your privacy settings on your profile for the Online Directory.

By joining the Online Directory, not only will you have access to other members contact information, we will be able to set up groups, pathways, and events. When you are part of a group, communication and notifications can be sent via Realm to everyone in that group. We can also create pathways for individuals such as setting up all the tasks for becoming a new member. Events can also be created for the church where you can RSVP, sign up to bring items or volunteer at the events. Realm is much more than just an administrative tool for the church, it is also a great communication and contact tool that all our members can use.

On **January 7th** and **14th** the membership committee will be available after the church to help folks opt-in to the Online Directory. If you have not already joined, please work with one of these members to set up your account and set your desired privacy settings so our directory can be more comprehensive and complete.



Home Church

February - May 2018 (Twice a month for 8 sessions total)

Are you interested in exploring spirituality? Have you been looking for a nice way to get to know other people at church? Sign up to join one of our HOME CHURCH groups this spring semester!

Similar to "covenant groups" or "Small Group Ministry," HOME CHURCH is your opportunity to meet regularly (twice a month) with 3-5 other Peoples people to reflect on and discuss significant life topics. As a member of a HOME CHURCH you will build deep connections with others, with the congregation and with the sacred. Groups will be lead by a trained facilitator and meet twice a month for four months in the facilitators home. There are 5 sessions to choose from:

- Saturdays at 9:30am with Kathleen Mavity
- Sundays at 7pm with Scott Mansfield
- Mondays at 7pm with Kate Martinek
- Tuesdays at 6pm with Sarah Herman
- Wednesday at 6pm with Tara Carrera-Bauer

Look for the sign up sheet in the hallway at church or contact Rev. Rebecca at minister@peoplesuu.org to sign up for a group!

WISE WORDS

The beginning of a New Year seems to bring out the best in people. We are all resolving to do this or that better, to spend more time with family or friends, or be more productive at work. It is what we do this time of the year. We make plans to improve!

It is the same for us as a church. We need to always be aware of how to improve and make the life of the church better. In an effort to do that we are convening a Religious Education Task Force to evaluate where we are in RE, to look at what we are missing, and help us set a direction for the future of RE here at Peoples. We want to make sure we are reaching as many people as we can and naturally do it the most effective way possible.

The task force will meet over the next few months and develop a vision and mission for the RE program of the future. We are in an ever changing world. All religious groups are seeing declines in RE programs for children. Many churches are seeking out and developing innovative ways to reach children and families. That is our goal with the task force. The task force will be comprised of people actively involved in RE and people actively involved in the congregation. The members are Amy Bostwick, Megan Jones, Deb Maynard, Gary McGraw, and Mike Meshak. If you have ideas or suggestions please feel free to reach out to them or me.

David Wise

Acting Director of Religious Education

SCRIPT PROGRAM

At the Congregational Meeting in December the concept of a SCRIP program to help fund the Boston trip was presented. The Boston trip occurs every three years and is the culmination of the Coming of Age Program here at Peoples. As you know it is not an inexpensive endeavor! The SCRIP program allows the congregation to support the trip by simply buying gift cards that can be used at many of the retailers you shop with on a weekly basis. We need some help running the program. It does not take much time. We need 3-4 people who can rotate times of being available before and after worship to sell cards and explain the program to those who wish to participate. Are you willing to be part of a small team to help with the future of the church? Contact David at dre@peoplesuu.org.



RE CLASS CHANGES

With the New Year comes a slight change to the RE class schedule. Beginning January 7th Religious Education students will

join the congregation for the first 15 minutes of worship on Sunday Mornings. I know change can sometimes be weird and difficult. This change will allow the students and teachers to feel a part of the congregation and the congregation to see those involved in the RE program. There will be a children/youth moment in the opening segment of worship to allow Pastor Rebecca and other adult leaders a time of interaction with the children of the congregation. We look forward to this exciting change!

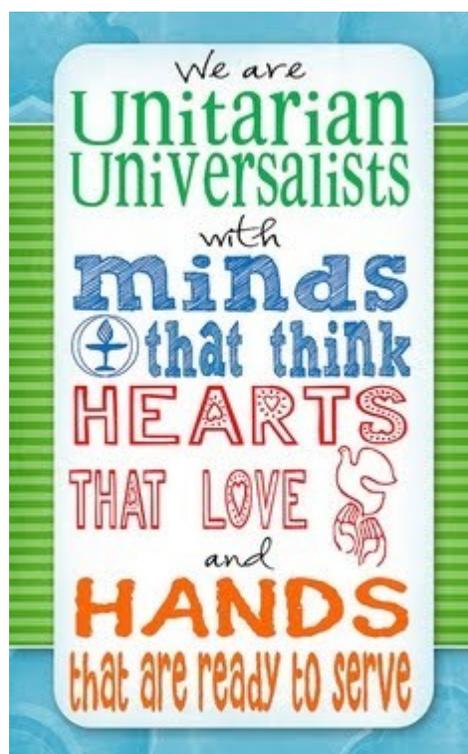
RE EVENTS

We are starting what we hope will be a fun event in January! A movie night. The last Friday of the month we will have a movie followed by a discussion of the movies. Some light concession type items will be available to purchase. Watch the Weekly for the announcement of the movie. Mark your calendars for 7pm on January 26, February 23, March 30, May 25. April 27 will be a Poetry Slam by the 10-12 Grade Religious Education class.

VOLUNTEER OPPORTUNITIES

Do you have gifts or talents that can in the RE program? RE seeks to help the children become well rounded and familiar with all that is UU and good in the world around us. What skills can you bring to the table and help the children learn about our world? Contact me at

dre@peoplesuu.org.



Religious Ed



STAFF

Rev. Rebecca Hinds

Developmental
Minister

(319) 362-9827(w)

(319) 200-7650 (h)

Tuesday – Thursday:
by appointment

David Wise

Acting Director of
Religious Education

(319) 362-9827
by appointment

Cathy Fischer

Operations
Coordinator

(319) 362-9827

Office Hours

Tuesday 8:30-3:30

Wednesday 8:30-2:30

Thursday 8:30-3:30

Childcare Providers

Valerie Angerer Zieser
Jana Anderson

Custodians

Jerry Morris
& Bob Osborne

BOARD OF TRUSTEES

President

Robyn Miessler-Kubanek

(319) 594-3458

Treasurer

Gary McGraw

(319) 373-9449

Board of Trustee Members

Geoff Johnson

Kathy Juba

Scott Mansfield

Mike Meshak

Kathleen Mavity



PRESIDENT'S MESSAGE

What's in a Mission: Applying the Toolkit

From the President, January 2018

We have a new Mission! On December 3, our congregation voted unanimously that our faith community is: *Leading compassionate lives through spiritual growth and just action.*

That sentence sums up the ideals and values of our church in this moment, but what does it mean in practice? That's what we will now begin to discern at our February 3rd Mission in Action Congregational Workshop.

Adopting our mission was the first step in the ongoing work of creating the faith community we want to be. Next, understanding and applying our Mission to the work of the church must be a joint effort of the congregation and the leadership.

So make sure you have the **Mission in Action Workshop** on your calendar: February 3 @ 10 AM – 2PM in the Andre Room on the lower level. We'll have lunch and fellowship along with the work.

Come participate. Share your ideas. Get to know each other better. Build our church. Together.

Robyn Miessler-Kubanek

JANUARY BOARD MEETING

Ely Room, Wednesday, January 24 @ 6:15 PM

The Board of Trustees meets every month to conduct the business of the church. Peoples people are always welcome to observe and learn about the topics at hand.



BOARD MINUTES

DECEMBER 13, 2017

- We discussed our common read, *Leading Change in the Congregation*, and shared the points of Chapter 3 that resonated most for each of us. We will read Chapter 4 for our next meeting.
- Treasurer Gary McGraw reported a cash flow deficit in November with an overall positive budget balance for the year so far. Also, the endowment increased about \$5K in the past month.
- The board asked the Aesthetics & Design Team to submit monthly progress reports on the sanctuary design project. We also discussed whether the team's mandate should include evaluating how spaces in the church are used. We will decide that at a future meeting.
- Scott Gay has agreed to coordinate the sanctuary wall repair project. The board did not have immediate questions and will look for more information and bids later this spring.
- Further revisions to the draft Policy on Policies will be discussed in subcommittee. The board will take up a new draft at a future meeting.
- Activities and structure for the February 3 Mission in Action workshop will be planned in subcommittee. The board will review and finalize plans at the January meeting.

*BOARD MEETING MINUTES ARE
AVAILABLE ONLINE AT
WWW.PEOPLESUU.ORG OR
PRINTED AND KEPT IN THE OFFICE.*

FINANCE COMMITTEE UPDATE

Finance Committee met on 12/14/17 to review financial reports.

Peoples Church cash flow was negative for month:

- November Income \$8,026
- November Expenses \$11,545

However, cash flow for year to date is positive:

- January through November Income \$165,155
- January through November Expenses \$157,301

Please remember to continue your pledge payments during the holidays!

— Here's What's —
GOING ON
AT PEOPLES CHURCH

Taking Down the Greens

Sunday, January 7, 12pm following service

Come help us "Take Down the Greens" Christmas decorations will be taken down and packed away. We could use your help!

Pub & Theology Organizational Meeting

Sunday, January 21, 4pm, White Star Alehouse

We're starting a regular gathering of friendly UUs who want to hang out and talk about serious stuff over drinks (alcoholic or otherwise). Plan to come to this organizational meeting to help decide when/where/how/why and all the other important details. Contact Robyn M-K with questions or input: robyn-kubanek@gmail.com or 319/594-3458.

Mission in Action Congregational Workshop

Saturday, February 3, 10-2pm, Andre Room

You're invited – yes, YOU! – to help begin putting our new Mission to work for Peoples Church: Leading compassionate lives through spiritual growth and just action. At this congregation-wide workshop, we'll examine together how the Mission speaks to our current activities and our future endeavors. Bring your ideas about how our values and mission should define our church. Lunch will be provided. Watch for more information in your postal mail.

Cracked Walnut Literary Reading

Saturday, February 3, 7-9pm, Sanctuary

Peoples Church will be hosting the Cracked Walnut group for their February literary reading. Cracked Walnut's mission is to create community through spoken literature, by giving talented local writers the opportunity to share their work with an appreciative audience. All readings are open to the public.

Readers for this evening will include:

S.P. Jayaraj
Karen Bovenmyer
Leslie Caton
Mike Moran

If you are a creative writer who wishes to read for Cracked Walnut visit:
<http://www.crackedwalnut.com/cracked-walnut-survey-2/>
and fill out the writer survey.

You can also join the facebook event page on:
<https://www.facebook.com/events/181066355819041/>



Social Justice General Announcement

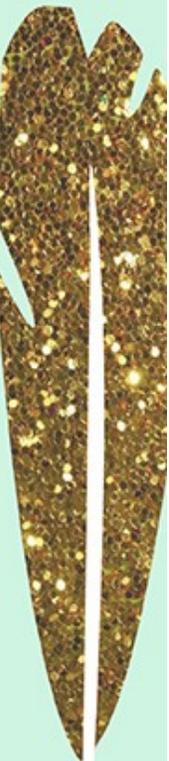
The recipients of our 2018 First Sunday Plate Collection based on the Congregational vote are:

- 1st Quarter: Iowa Center for Worker Justice
- 2nd Quarter: ACLU of Iowa
- 3rd Quarter: The Sentencing Project
- 4th Quarter: African-American Museum of Iowa

Our first quarter all church read is *Waking Up White and Finding Myself in the Story of Race* by Debby Irving. There are 5 copies in the church office that can be borrowed. The public library has a copy. The book can be purchased on a Kindle or Nook for about \$8.00. We will be holding a Forum to discuss the book in February. Please join us as we launch our examination of white supremacy and privilege.

Date	Time	Event
3-Jan	6 – 7pm	Membership Committee Meeting
	6:30 – 8pm	CUUPS Full Moon
	7 – 8pm	Choir Practice
4-Jan	7 – 9:30pm	Fundraiser Concert - Bryan Bowers
7-Jan	11am – 12pm	Religious Education
	11am – 12pm	Worship
	12 - 2pm	Taking Down the Greens
	12:15 – 1:15pm	Social Justice Council Meeting
9-Jan	7 – 8:30pm	LGBTQ Support Group
10-Jan	7 – 8pm	Choir Practice
14-Jan	11am – 12pm	Religious Education
	11am – 12pm	Worship
	3 – 5pm	VM Rehearsal
15-Jan	6:30 – 8pm	CUUPS Spirituality Class
16-Jan	7 – 8pm	Finance Committee Meeting
17-Jan	7 – 8pm	Choir Practice
21-Jan	10 – 11am	Choir Practice
	11am – 12pm	Worship - Multigenerational
	12:15 – 1:15pm	Worship Associate Meeting
	4 – 6pm	Pub & Theology Organizational Meeting
24-Jan	6:15 – 8:15pm	PCUU Board Meeting
26-Jan	7pm	Movie Ely Room
28-Jan	11am – 12pm	Religious Education
	11am – 12pm	Worship
	3 – 5pm	VM Rehearsal
3-Feb	10am-2pm	Mission in Action Congregational Workshop
	7-9pm	Cracked Walnut Literary Reading

JANUARY



OUR CARING COMMUNITY

Good Neighbors

Amy Bostwick ~ 775-2805 ~ sassafrass2011@gmail.com

Paraministers

December 25—January 7

Dorothy Hershner ~ 393-6617

January 8—January 21

Rose Gabe ~ 396-5202

January 22—February 4

Scott Mansfield ~ 362-0436



Peoples Church

Unitarian Universalist
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Cedar Rapids, IA 52405

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E-mail: office@peoplesuu.org

PLEASE
PLACE
STAMP
HERE
