

Announcements

Faith Development: If you'd like more information about our program, please contact our Director, Karen Gonzalez at ReligiousEducator@RiverOfGrassUU.org.

Auction News!

We raised **over \$6,000** for River of Grass with lively bidding on many of our donations. Thank you all for making this a success. From Your Auction Team: Kathy Jens-Rochow, Steve Jens-Rochow, and Kallie LeFever.

8th Principle Adoption - WHAT IS BELOVED COMMUNITY IF IT DOESN'T INCLUDE EVERYONE?

Resources for the week:

1. **Beyond Tulsa: The Secret History of Flooding Black Towns to Make Lakes**
The Amber Ruffin Show

<https://www.youtube.com/watch?v=l3D4hSQcWbk>

2. You'll Never Believe What Happened to Lacey

The Amber Ruffin Show

<https://www.amazon.com/Youll-Never-Believe-Happened-Lacey-ebook/dp/B08F5167XZ>

Or

https://broward.ent.sirsi.net/client/en_US/default/search/results?qu=You%E2%80%99ll%20never%20believe%20what%20happened%20to%20Lacey

From racist donut shops to strangers putting their whole hand in her hair, from being mistaken for a prostitute to being mistaken for Harriet Tubman, Lacey is a lightning rod for hilariously ridiculous yet all-too-real anecdotes. She's the perfect mix of polite, beautiful, petite, and Black that apparently makes people think "I can say whatever I want to this woman." And now, Amber and Lacey share these entertainingly horrifying stories through their laugh-out-loud sisterly banter. Painfully relatable or shockingly eye-opening (depending on how often you have personally been followed by security at department stores), this book tackles modern-day racism with the perfect balance of levity and gravity.

"We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."

The adoption vote of the 8th Principle will be held on May 15, 2022 at the Congregational Annual Meeting. In the meantime, the 8th Principle Team will be bringing forward historical perspectives and conversations through films, books and discussions that have been more recently revealed due to the killings and incarceration of Black citizens. White supremacy affects all parts of our society. We are excited to begin this work! Members of the Team are Lou DeSantis, Rita Cherubini, Tanya Gustafson and Steve Jens-Rochow. More information to come! Questions? Reach out to: 8thPrincipleTeam@RiverofGrassUU.org.

UUSC Guest at Your Table:

Guest at Your Table is the annual fundraising program that supports the Unitarian Universalist Service Committee's [UUSC] human rights work. For 50 years, Guest at Your Table has raised millions of dollars for projects that have made a real difference in people's lives around the world. The injustices and crises of the past year have underscored the importance of our shared goal – a world free from oppression, where all can realize their full human rights. Guest at Your Table — inviting real people who have been touched by UUSC's work to symbolically sit down and share a meal with us — is such a simple and powerful way to celebrate our common humanity. It helps us put our UU values into action in the farthest corners of the world. The GAYT program runs until Sunday, Jan 2nd. Please go to www.UUSC.org and donate. If you have any questions please contact Steve Jens-Rochow at SSJGT@riverofgrassuu.org.



Policy updates from Board Meeting on December 2, 2021:

At our Board Meeting on December 2, 2021, the board voted to establish a policy that allows us to make “emergency” policy changes and then made emergency policy changes due to COVID-19 and also our lack of a physical location. Please also know that the Board minutes are posted after Board approval on the [Member Only page](#) of our website and that any member can attend our meeting, which are currently held on the first Thursday of the month at 6:00. If you would like to attend, contact president@riverofgrassuu.org to request the Zoom link.

In accordance to our Policy on Policies, the following is a notification and a request for feedback on the following amendment:

Part I, Section 14 – Policy on Policies

C. There are **three** methods to amend, add, or remove policies:

1. Method One – Newsletter or Weekly Email feedback:

- a. Reviewed at one Board meeting and approved for gaining member feedback via the official Newsletter or Weekly Email.
- b. Announced in the next copy of the Congregational Newsletter or Weekly Email requesting member feedback with a contact person listed.
- c. Approved or rejected at a Board meeting following publication in the Newsletter or Weekly Email, reviewing all member feedback provided.
- d. If approved, made available in the Board meeting minutes, and in an updated policy manual on the website within two weeks following passage.

2. Method Two – Congregational vote:

- a. Reviewed at one Board meeting and approved for inclusion at an upcoming Congregational meeting for discussion and vote.
- b. Policies approved by the Congregation to be made available in the Congregational meeting minutes, and in an updated policy manual on the website within two weeks following passage.

3. During exigent circumstances, as determined by the majority vote of the Board, which prevent the timely execution of a congregationally approved policy via 14C, 1 or 2, the Board may approve additions, amendments or remove policies. Any approved amendment will be shared with the Office Administrator and inserted in the appropriate location in the policy manual with the board approval date and reviewed as soon as the mitigating situation changes but no later than the normal biannual review period.

The following additions were determined to be required due to the exigent circumstances.

Part I, Section 8 - Finances

- D. The procedure for members handling Congregational funds received from the weekly plate collections or any committee/team fundraisers shall be:
 1. In a non-public place, one member shall count all monies received and a second member will verify the count. The funds will be placed in a sealed envelope with the following information recorded on the face in pen.
 - a. Committee, Team and/or event name, details of funds, i.e. Plate, Auction, Tshirt Fundraiser, etc.
 - b. Current date
 - c. Total cash amount, and number & amount of each cash denomination, i.e. total coins, 1's, 5's, 10's, 20's, 50's, etc.
 - d. Total check amount, and number of checks
 - e. Total credit card amount, and total for Amex, Visa, MasterCard, Discover
 - f. Grand total
 2. The signatures of the two members involved in counting the money shall be made over the seal of the envelope, whenever possible.
 - a. The sealed envelope shall be placed in the locked wall safe after the contents of the envelope have been recorded in the cash ledger book.
 - b. (alternative in the case of being without a physical facility). The contents of the envelope shall be recorded in the cash ledger book and the sealed envelope shall be given to the Board Treasurer or their designee to hand deliver to our Congregational Office Administrator within 48 hours.
 3. When monies are part of a fundraising event, personal expenses should not be commingled with cash receipts. A reimbursement form shall be submitted for expenses incurred, instead of paying expenses from cash received.

Part I, Section 11 – Personnel

- A. The Minister's contract, or letter of agreement, and all employee contracts, or letters of agreement, shall be on file in the Congregation office and available to members. Members may view the contracts or letters of agreement by appointment with the Minister or the President of the Board of Trustees. Members of the Personnel Team will be permitted to

have a photocopy of each employee contract. No photocopies of these sensitive documents will be made available to anyone else.

- B. Staff positions are open to members, with the exception of the Office Administrator position, which cannot be held by a member. Other members of an employee's family may be considered for employment; however, relatives may not supervise one another. "Relative" means a spouse, domestic partner, parent, sibling, child, grandparent, or grandchild.
- C. All staff are required to show proof of being fully vaccinated against COVID-19, according to CDC guidelines.

Part II: Policies Specific to Faith Development Programs

I. Adult Volunteers

- A. Volunteers in the Faith Development or youth programs at the River of Grass UUC must meet the following criteria:
 1. Leaders in the Faith Development program must be active participants at River of Grass for at least six months before volunteering (may serve as co-leader after 3 months). Exceptions will be considered in specific cases with the approval of the Director of Faith Development (DFD) or Religious Educator, or in their absence, the Faith Development Committee Chair and Minister.
 2. Adults supervising sleepovers must be active participants at the River of Grass for at least six months before volunteering, excluding parents who are staying over with their child.
 3. Youth Group Leaders must be active participants at the River of Grass for at least six months before volunteering. Exceptions will be considered in specific cases with the DFD or Religious Educator, or in their absence, the Faith Development Committee Chair and Minister. Youth Group Leaders will also be approved by the youth.
 4. All volunteers must read and sign the River of Grass Code of Ethics included in this policy prior to participating in Faith Development or youth activities.
 5. Prior to working in person with our children or youth, all volunteers are required to show proof of being fully vaccinated against Covid-19, according to CDC guidelines.

Free "Mindfulness for Today's World" weekly online sessions:

Thursdays 6:00 - 7:00 pm for adults, [zoom link for Thursday night at 6 pm](#)

For more information or to register contact Carolyn@InsightInstituteLLC.com or Scott@InsightInstituteLLC.com, or visit <http://www.insightinstitutellc.com/>

RoG Men's Group: We meet the first and third Thursday each month from 7:00 to 8:30 pm. We will meet on [Zoom at Meeting ID 670 022 402](#) for the foreseeable future. We gather and do check-in where we share our day. Then a discussion topic is presented. We read aloud

the premise and questions and then discuss it all until 8:30 pm. The goal is that the sharing moves from head to heart. **The Jan 6th topic is: To Be Determined.** The Topic Description will be online at KipBarkley.com/topic/. There we post past topics and links to the UU Small Group Ministry Network. We are a lay-led group and look to our members for future topics and the direction we take. Do come out and join us. The Meeting Room opens up at 6:30 pm before the Host arrives. If you have any questions please contact Kip Barkley; mensgroup@riverofgrassuu.org; RoG Men's Group Facilitator.

Young Adults are now meeting on the 2nd Sundays, at 7:30 pm virtually on Zoom – Millennials, Gen Xers, and Gen Zs, are welcome to tune in to the YUUnG Adult Virtual Coffee Hour on **Sunday, Jan 9th at 7:30 pm.** Our group's purpose is to foster an inclusive, diverse and intentional community that inspires spiritual growth and connection. Please email youngadults@riverofgrassuu.org if you have any questions and to obtain the zoom details.

WhaleCoast Alaska 2022

Have you ever wanted to visit Alaska? If so, **WhaleCoast Alaska 2022** is for you! 4 Alaska UU congregations invite you to experience our unique environmental and spiritual tour program next summer. See Alaska through the eyes of local UUs, with friendly homestays and awe-inspiring tour activities. See wildlife, including moose, bears, caribou, whales, bald eagles, sea lions, etc. Visit Denali National Park. Experience Native Alaskan culture. WhaleCoast Alaska is an inspirational way to visit our beautiful state. Complete info at: www.WhaleCoastAK.org. Proof of Covid-19 vaccinations required. This is a once-in-a-lifetime experience you won't want to miss!



River of Grass New Mailing Address - We have our post office box and are forwarding all of our mail there now. Our new mailing address is listed on our website as a footer on each page and in the [contact us page](#) if you need to look it up.

River of Grass UU Congregation, 3225 N Hiatus Rd, Unit 452485, Sunrise, Florida 33345
SSJGT, Service and Social Justice Green Team, Green Tip of the Week: Give away unneeded useful stuff to places like LifeNet, Goodwill, ARC Broward, and Faith Farm, rather than putting it in the trash. Let someone else make use of it and help save the planet!

Drive to the Finish: Capital Campaign - Thank you to all who gave us a new pledge and those who generously increased their pledge. Remember there is a Matching Fund Donor who will match any new or increased pledge of \$3,000 or more. With gratitude and hope, Your Capital Campaign Team. capitalcampaign@riverofgrassuu.org Go to our website, riverofgrassuu.org, scroll down to the Drive to the Finish information and [click on the link to make your pledge](#).

Capital Campaign Contributions

Our Future Home Search Team is diligently looking for our new home. There are many ways we can go, either find an existing church, find a building we can use and build out to suit our needs, or even purchase property and build our church ourselves.

We need your help in order to be better prepared when the right opportunity presents itself. Those of you who made your pledge during our campaign last fall, thank you for your commitment. We have received about 65% of the total amount pledged. And a matching gift of \$25,000. In order to get a handle on our finances, we would like to know when you plan to complete your contribution.

With gratitude and hope, Your Capital Campaign Team. capitalcampaign@riverofgrassuu.org
Go to our website, riverofgrassuu.org, scroll down to the Drive to the Finish information and [click on the link to make your pledge](#).

Monetary Donations		
Method	How	Processing fees paid by River of Grass
Check	Write CC on memo line Mail to River of Grass: 3225 N Hiatus Rd, Unit 452485 Sunrise, FL 33345	\$0
Checking account via Vanco	Set up payment on our Donations page . Designate on the Capital Campaign line	\$0.45 per transaction plus processing fee 1%
Credit Card via Vanco	Set up payment on our Donations page . Designate amount on the Capital Campaign line.	\$0.45 per transaction plus credit card processing fee: American Express: 3.5% Visa/MasterCard: 2.75%
PayPal	https://www.paypal.com/paypalme/my/profile In the notes write "Capital Campaign"	Varies based on method of payment
Zelle	Use your bank to set up \$ transfer. Send Zelle payment to CapitalCampaign@riverofgrassuu.org .	\$0
Securities	<p>Any questions contact Northstar Financial Planners: <i>Allen Giese, Steve Tepper, or Stacy Saavedra at (954) 693-0030</i></p> <p>Securities should be transferred per instructions from the donor's brokerage or advisor using the following DTC and A/C numbers as the destination</p> <p>#0188 - TD Ameritrade Institutional A/C #944110334</p> <p>RIVER OF GRASS UNITARIAN UNIVERSALIST CONGREGATION, INC.</p> <p>The donor should notify the CC Team and the Office Administrator of the details of the donation by emailing CapitalCapaign@riverofgrassuu.org.</p>	

Interim Recommendations from the RoG COVID-19 Re-Emergence Team

Team: Deb Buehler Ely, Karen Gonzalez, Susan Juncosa, Jeanne Masten

Purpose of Team: To review guidelines for congregational and smaller group gatherings in order to provide recommendations to the Board to be used for official River of Grass meetings and events.

These recommendations are:

For: only for official, River of Grass - sponsored outdoor and indoor small group gatherings.

Fluid: new information comes out all the time and the recommendations could change.

Inclusive: all attendees should be able to attend physically or virtually.

Protective: considers first those who are most at risk.

Science-based: follow the directives according to the experts.

Sources:

UUA: <https://www.uua.org/safe/pandemics/covid-19>

CDC: <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/index.html>

Johns Hopkins: <https://coronavirus.jhu.edu/us-map>

UU Reston Covid-19 Guidelines: <https://www.uureston.org/covid>

MEETINGS IN THE TIME OF COVID

RIVER OF GRASS COVID-19 TEAM RECOMMENDATIONS TO THE BOARD: updated

November 4, 2021

This is a living document that will be regularly reviewed and updated.

River of Grass COVID-19 Re-Emergence Team is monitoring Broward County's risk level of transmission. The level of risk used by the River of Grass UU Congregation shall be as measured on [Broward County, Florida \(FL\) - COVID Vaccine & Risk Tracker - Covid Act Now](#). Risk levels are **low**, **medium**, **high**, **very high**, and **severe**.

In-person/hybrid Worship services, large group concerts, fundraisers, other large events (with 50 or more participants) shall occur while the COVID risk is at low, medium, or high levels. According to the Updated Gathering Guidance from UUA.org, "In areas where transmission risk is very high or severe, suspend all large in-person (indoor and outdoor) gatherings such as worship, concerts, or fundraisers." As such, in-person worship services and other large gatherings shall be suspended if the level of risk for Broward County is and has been very high or severe for two or more weeks. The level of risk, as reported on the COVID Act Now website, will be monitored by the Re-Emergence Team, which will alert the Board and Worship Team if the risk level changes to or from very high or severe and stays at that level for two weeks.

Further, all attendees of in-person gatherings, small or large, are strongly encouraged to be vaccinated as possible based on eligibility by age. Vaccination or recent negative COVID test is strongly encouraged for in-person gatherings. Facial coverings/masks are required for large indoor in-person gatherings and strongly encouraged for other groups to protect the most vulnerable, including unvaccinated babies and young children. Small groups are encouraged to

set-up and enter into their own covenants, using the guidance herein, regarding COVID-19 safety procedures.

If protocols at rental facilities are more restrictive, their guidelines will be followed.