

UNITARIAN SOCIETY OF NEW HAVEN  
MINUTES OF THE FALL CONGREGATIONAL MEETING  
NOVEMBER 1, 2015

Approved April 17, 2016

Attendance: 51 members

President Holly Hawkins called the Meeting to order at 1:00 pm and Pamela Miller recorded the minutes. A quorum of members was present, and the meeting proceeded with H. Hawkins presiding.

Megan Lloyd Joiner read the Opening Words, "Long-Haul People" by Rudy Nemser.

Congregation members read the Covenant of Right Relations, which is included at the end of the Minutes.

Approval of Minutes of the June 7, 2015 Annual Congregational Meeting

Minutes of the June 7 Annual Congregational Meeting were approved as presented:

MOTION by Robb Camm, to approve the Minutes, SECONDED by Liz Appel PASSED unanimously without dissent or abstentions.

Announcements

Holly Hawkins began by saying that we have much to be excited about this year. At the top of the list is that we have a newly settled minister. We will celebrate her installation on May 15, 2016.

Fred Morrison of the Endowment and Legacies Committee spoke of the generosity of our members. Our goal is to have a \$2.5M endowment by the year 2024. We want to recognize those who have made significant contributions. William Lipp and Fay Kandarian have been added to the list of donors since the last congregational meeting. Gerald Robbins has also been added to the list. An updated list of Founding Members of the USNH Legacy Society is included at the end of the Minutes.

Holly Hawkins informed the members that USNH was named in the estate of Art Rickel, a former member. We have received \$180,500 from his estate.

### Board of Trustee goals

Holly Hawkins presented the Board of Trustee goals, which are included at the end of the Minutes. Article 4, section 2 of the bylaws states “At the fall meeting the president shall submit to the Society for its review and approval a statement of the Board of Trustees goals and plan for achieving these goals.” Both goals are intended to deepen the practice of using Policy Governance to make PG work for USNH.

### Goal #1 - Interpretation of Policy Governance Board policies in collaboration with the Management Team

At the recent board retreat led by Joe Sullivan, we talked about the fact that we have policies; Now what? Board members and the Management Team learned about the phases of Transition to Policy Based Governance:

- 1 Casting the Vision 1 - 1 ½ years
  - Acquisitive Inquiry – mission, values and Ends developed
- 2 Building the System 1-2 years
  - Living ‘As If’
  - Policy Development 3 Engaging the System 2-4 years
  - Learn to effectively use our governance system to align with our ends
- 4 Living our Vision – ongoing

We are now between phases 2 and 3. Please reach out to a board member if you want to know more.

Charisse Hutton spoke to recognize and thank the Management Team members.

### Goal #2 - By-law revisions

Some of our policies don’t match our bylaws. We are not always in compliance with the bylaws. The board has authorized a committee led by

Mary Donohue to begin the process of revising the by-laws. Please talk to Mary Donohue if you are interested in joining the committee or would like to contribute to the process.

### Financial reports

#### *FY15 End of Year Report*

Mary Losee presented the FY15 End of Year Report. The End of Year Report is included at the end of the Minutes. Line 28, Total Expenses budgeted were \$638K. We actually spent \$606K, leaving us with \$31K saved.

Charisse Hutton asked whether the Rickel funds were part of the endowment or operating expenses. Mary Losee stated that it is not part of the endowment.

#### *Capital Assessment Report*

David Jones presented a report on the capital assessment situation.

We are working with a renovation architect to do an overall evaluation of the building. We are still waiting on bids for some projects and for final reports on other projects. If a project will cost over \$25K we will have a minimum of 3 bids. We have adequate funds to address immediate needs. Large expenses will go to the Board since there is no capital budget.

### Committee goals

Georgia Jennings opened the discussion on Committee goals. She attended the council of chairs meeting and was touched by the creativity, dedication, and love expressed in goals for committees to achieve in 2016. The Management Team also wants us to know about Cluster Connection, where other Connecticut congregations will hold a meeting in April at USNH. The USNH Committee Goals are included at the end of the Minutes.

### Committee reports

#### *Social Justice Ministry*

Lurline deVos presented the report of the Social Justice Ministry. The SJM seeks to enrich lives of USNH members as they seek to assist others.

SJM has four goals. SJM will work to inspire lives of generosity and compassion, by providing opportunities for USNH members to become involved with less privileged members of the New Haven community. This may include providing food assistance, tutoring, clothing, and meeting other needs of the community.

The SJM will nurture spiritual growth, encouraging a planning, action, and reflection model, to develop the facility to use 'prophetic language' to call attention to the spiritual aspects of SJM work.

The SJM will cultivate transformative connections, partnering with Dixwell UCC and reaching out to marginalized people such as but not limited to immigrants, refugees, and the mentally ill. The hope is to transform relationships to the interconnected web of life.

The SJM will work to create a more just world by efforts aimed at systemic change.

How will the SJM achieve these goals? The 13 justice groups will create a variety of opportunities to express belief through actions, advocacy and demonstrations, direct service, and work to protect the environment. They will seek to do social justice and enhance the commitment and involvement of members. The intent is to walk the talk, to confront and challenge racism, work on climate justice, cooperate with Dixwell UCC, offer films, host the food bank, etc. Visit bulletin board in social hall for updates.

### *Small Group Ministry*

Gwen Heuss-Severance presented the Small Group Ministry report.

The Small Group Ministry provides an opportunity to consider the meaning of spirituality in our lives, to find intimacy that develops from personal contact with group members, and from the willingness to share with and learn from others.

The Small Group Ministry goal is to support connection and community. It is a good way to get to know a few people better. It is lay lead, with a maximum of 8 to 10 members who meet from monthly to weekly. Members use covenants to create a safe and caring environment. A group

facilitator leads, and a regular format is followed at each meeting. Seven offerings began in October and will run through January. Members can get a complete list from Gwen.

The Small Groups Ministry hopes to offer groups for Parents of young children and for parents of teens. They are looking for facilitators for the spring term.

### Cluster connection

Sue Linsley led the cluster connection presentation with Sally Connolly, Becky Sandmann, Robb Camm, and Mary Donohue.

On April 9, 2016 an event will be held at USNH featuring workshops, discussions, focus groups, and a buffet lunch. Josh Pawelek will be the keynote speaker. Help is needed to organize this event.

### Adjournment

A **MOTION** was made by John Watson to adjourn the meeting. It was **SECONDED** by Brian Eitzer. The motion **PASSED** unanimously. The Meeting was adjourned at 1:44 pm.

### **ATTACHMENTS TO THE MINUTES:**

Covenant of Right Relations

Board of Trustee Goals

FY15 End of Year Report

Founding Members of the Legacy Society for USNH

USNH Committee Goals for 2015 – 2016

Endowment and Legacies Committee Report – 2015



# Unitarian Society of New Haven

## COVENANT OF RIGHT RELATIONS

*We covenant together to create and nurture a culture of respect and kindness, and to engage in the spiritual and everyday practice of loving more generously. While the following words express our intentions in writing, our true covenant lives and breathes in our actions.*

**To this end we will strive to:**

### **Be Open**

*to new ideas, experiences, and change; to create space for all opinions; and to warmly welcome newcomers into our community.*

### **Value Differences**

*by welcoming diversity in all its forms; celebrating the unique qualities and gifts of every individual; and by honoring the diversity of our spiritual paths.*

**Listen Deeply** *and honor others with our full attention, seeking to understand, and assuming good intentions.*

**Use Kind Language** *speaking with care and consideration; being gentle with one another; and remembering there is power in silence and reflection.*

### **Speak our Truths**

*by sharing personal stories that build trust and community; by speaking our truths with courage and encouraging others to do the same, especially in difficult times.*

### **Work with Conflict**

*addressing differences with honesty and compassion; requesting support when needed; making and receiving authentic apologies; being willing to forgive.*

**Seek Humor and Joy** *remembering that these qualities can enrich all that we do; and by holding things lightly when we are able.*



# Unitarian Society of New Haven

## *2015 Annual Fall Congregational Meeting*

### **Board of Trustee Goals for the Congregational Year**

- **Interpretation of Policy Governance Board policies in collaboration with Management Team**
- **By-law revisions**

Rev	<b>Congregational Meeting November 1, 2015</b>				
	<b>FY15 End of Year Report</b>				
		Budget	Actual	Difference	notes
	<b>Income</b>				
1	Total Pledges	464,000	453,533	-10,467	includes prepaid & late paid pledges
2	Collection Plate	22,660	24,588	1,928	
3	Donations	3,300	17,632	14,332	14K from Ethel Massey estate
4	Fund Raising	18,000	14,940	-3,060	
5	Interest & Misc. Income	900	1,366	466	
6	Rental Income	59,920	63,605	3,685	
7	RE Income	1,240	970	-270	
8	Restricted funds released - Senn	3,000	3,000	0	
9	Restricted funds released - Emers	7,000	7,000	0	
10	From transition fund for MSC	10,042	10,168	126	
11	Transfer from Endowment	15,233	15,233	0	
12					
13	<b>Total Income</b>	<b>605,295</b>	<b>612,035</b>	<b>6,740</b>	
14					
15	<b>Expense</b>				
16	Facility	71,550	85,085	13,535	heating oil, plowing, misc repairs
17	Office/Admin	20,125	22,154	2,029	add'l web development expense



18	Denominational Affairs	14,647	14,647	0	
19	Finance	99,153	99,181	28	
20	Member Services	4,945	4,439	-506	
21	Music	3,230	3,340	110	
22	Religious Education	4,803	4,347	-456	
23	Social Justice	13,600	12,889	-711	
24	Worship	2,900	2,276	-624	
25	Payroll	380,156	344,173	-35,983	Rev Visel's departure
26	Ministerial Search Committee	20,000	10,980	-9,020	MSC didn't need full amount
27	Governance for BOT	3,000	2,925	-75	
28	<b>Total Expenses</b>	<b>638,109</b>	<b>606,436</b>	<b>-31,673</b>	
29					
30	<b>Income less expenses</b>	<b>-32,814</b>	<b>5,599</b>		
31					
32					
33					
34	<b>Capital Expenditures</b>				
35	Gutter		3,200		
36	Driveway, parking lot		86,000		
37	<b>Total Capital Expenditures</b>		<b>89,200</b>		
					Rev 10/27/15 MBL

**Founding Members of The Legacy Society for USNH**  
 October 2015

*Sustainability, ensuring the future of life on Earth, is an infinite game, the endless expression of generosity on behalf of all.*

*-Paul Hawken*

In 2011, The Endowment and Legacies Committee announced the establishment of the Legacy Society for USNH to honor members who have arranged for a legacy gift to our faith community. The Legacy Society also honors the generosity of individuals who have left bequests or made other legacy gifts to USNH in the past. We extend our warm appreciation to those who have already made a gift, notified USNH of their legacy gift intentions or may be considering a gift in their estate plan to secure the future of the Unitarian Society of New Haven.

Brian Bourke-Martin and  
 Thea Bourke-Martin  
 Joseph Bove

Cleaveland Rice\*

Brett Burke and Sarah Burke  
Carol Cheney  
Lisa Comen\*  
Bob Congdon and Mary Beth Congdon  
Sally Connolly  
Beth Culler and Fred Morrison  
Anna Deming\*  
Judson Dowd\*  
Emily Emerson\*  
Randolph Erskine\*  
Hudson Hastings\*  
Rachel Huntington\*  
Faye Kandarian and Willam Lipp\*\*  
Suzanne LaGarde and David Stagg  
Ellen Mahoney  
Ethel Massey\* and William Massey  
Susan Meredith and John Watson  
Margaret Monad\*  
Jules Prown  
Pam Rendeiro\*

Arthur Rickel\*  
Carol Rizzolo and Larry Rizzolo  
Gerald Robbins\*  
Greg Seaman and Lois Smith  
Kath Schomaker  
Blanche Senn\* and Milton Senn\*  
Helen Spaulding\*  
Sarah Whitson  
Jean Winchell\* and Horace Winchell\*

\*Deceased

\*\* Joined since 6/30/15

## USNH Committee Goals for 2015 – 2016

### **Adult Religious Education**

**Chairperson: P.J. Deak (phungis@comcast.net)**

#### ***What Moves Us...***

The Adult Religious Education Committee strives to create a learning environment that motivates our Unitarian Universalist congregation to grow spiritually, intellectually, emotionally, and socially for our good and that of the wider community.

The Adult Religious Education Committee provides opportunities for spiritual growth, fostering connections and commitment to USNH and Unitarian Universalism and developing the foundations for action for justice through a variety of classes, courses, and one-time events.

The Goals & Objectives of the USNH Adult Religious Education Committee for the 2015-2016 year are...

- Partnering with other groups within USNH to create intentional spaces for sharing and growing our knowledge about spiritual and social issues and UU identity.
- Inviting participation in these intentional spaces by individuals & organizations in the New Haven community beyond USNH so as to encourage a social justice and interfaith (including no faith) spiritual discourse among USNH members and those in the wider New Haven community.
- Fostering open dialogue and discourse, in these spaces with these participants, to encourage the reflection portion of a praxis striving towards greater & more effective action on social justice and interfaith (including no faith) spiritual issues.

## **Buildings & Grounds Committee**

**Chairperson: in search for a chair**

**Contact: David Jones (davidmjones176@gmail.com)**

The Building and Grounds Committee is responsible for maintaining the Society's buildings and grounds in good working order, in order to provide a physical setting conducive to USNH's ability to fulfill its mission and program.

## **Children and Youth, Religious Education**

**Chairperson: Lurline deVos (lfdevosphd@comcast.net)**

The 2015 -16 goals for CYRE are:

- To nurture spiritual growth and cultivate transformative connections, the CYRE committee is collaborating with the DRE to plan and execute the CYRE program including reviewing, selecting and tailoring curricula to our children's needs, determining the structure and timing of classes, determining policies involving the safety and welfare of the children, and carrying out children's chapels and multi-generational events.
- To nurture spiritual growth, inspire lives of compassion and generosity, and create a more just world, the CYRE committee is consulting with and supporting the work of the DRE to provide Children's Chapels which both reinforce traditions that help develop UU identities in our children and teach them a preparation, action, and reflection model of social justice that prepares them for lives of social justice work.
- To support our mission to create a more just world, this year the CYRE committee is working to continue to increase congregational awareness of the needs of the congregation's families with children and the needs of those children.
- To support our mission to inspire lives of compassion and generosity, nurture spiritual growth, and cultivate transformative connections, this year the CYRE committee is working to increase the congregation members' commitments to CYRE by serving as RE teachers, as committee members, or as Children's Chapel volunteers.
- To nurture spiritual growth and create a more just world this year the CYRE committee is working to continue increasing the involvement of children and youth in worship.
- To nurture spiritual growth, cultivate transformative connections, and create a more just world this year the CYRE committee is working to continue 2014 initiatives in multigenerational worship and events with sensitivity to developmental levels of children.

## **Cluster Connection**

**Contact: Sue Linsley (linsleysusan@yahoo.com)**

Your Cluster Connection 2016 Team has been working diligently to organize an event here on Saturday, April 9, 2016. The theme is "We Are Stronger Together." We believe that a grass-roots effort to build connections between 11 Connecticut Unitarian Universalist congregations within a 50-mile radius of USNH is a vibrant and enriching model.

The day will begin with an Opening Ceremony and keynote address by the Rev. Josh Pawelek, followed by workshops, panel discussions, focus groups and a buffet lunch. We'll end the day with a closing ceremony allowing attendees and participants to depart about 4 pm.

There will be a modest registration fee to cover morning and afternoon snacks, lunch, printing, keynote speaker stipend and miscellaneous expenses. Posters—see the one in our lobby—have been sent to Connecticut congregations. A Survey Monkey has also been sent out to continue publicizing the event and to solicit interest from these congregations. We are also looking for participation and support from our own congregation in the form of workshop or discussion facilitators. If you are interested in participating, please contact Sue Linsley.

**Note:** A spoken report will also be given at the Congregational Meeting.

## **Endowment and Legacies Committee**

**Chairperson: Fred Morrison (fredmorrison@comcast.net)**

To support the USNH mission of “Inspiring lives of compassion and generosity,” the Endowment and Legacies Committee goals for this year are to:

- Continue the USNH Endowment Campaign to grow the Endowment and other investments to \$2.5 million by 2024 by promoting opportunities for members and friends to make current and legacy gifts.
- Continue to support USNH by providing a contribution of 2% of the endowment value based on a 13 quarter rolling average
- Complete the recommendations on cash management being developed by a subcommittee of the Finance Committee and the Endowment and Legacies Committee and submit them to the Board of Trustees for review and approval.
- Provide access to Committee records and increased transparency about the endowment while protecting the confidentiality of USNH members’ financial and estate plans.

## **Finance Committee**

**Chairperson: Sandy Frawley (sandra.frawley@yale.edu)**

To support the broad mission of USNH, the Finance Committee is working to:

- Respond to Management Team requests for advice and assistance in USNH financial matters.
- Support a realistic and inclusive budgeting process that helps align spending with USNH mission and priorities.
- Support staff and committees in developing cost savings and efficiencies in operating expenditures.
- Continue making improvements in the accuracy and consistency of our financial record keeping.
- Participate in efforts to increase the congregation’s understanding of USNH finances.

## **History, Archives, and Library Committee**

**Chairperson: Jane Platt (jhp@nutmegancestry.com)**

The History, Archives, and Library Committee of the Unitarian Society of New Haven is charged to do the following:

- Collect and maintain appropriate and necessary records and documents in a clear and usable system. The appropriate and necessary records and documents will be determined by Unitarian Universalist denominational guidelines, and may be augmented by local USNH guidelines. The committee will work closely with the Society’s administrator and other staff to assure that the collection and storing of said documents are carried on in a regular manner.
- Collect, preserve and store documents and artifacts that have significant historical value to USNH. Significant historical value will be determined by the committee in consultation with the minister and USNH staff and committee chairs.
- Create material that provides historical background and insight into the history of USNH. The primary focus of such creation will be interviews of congregation members, but other materials may be developed as well.
- Oversee and supervise the USNH’s library collections.

Our work this year has been to catalog the books in the Harned Library and develop a system for shelving them in appropriate categories. We are looking into restoring a photograph and biography of former member, the late Robert O. Bowles. We are hoping to expand space for storage of the archives.

## **Membership Committee**

**Chairperson: David Cross (dulcimerdavid@gmail.com)**

The committee's purpose is to help USNH attract and retain committed members by:

- Helping interested visitors to join the congregation and become involved in its work, and
- Helping foster deeper connections among members of the community.

### **Core Membership Goals for 2015-2016**

- Work closely with Rev. Joiner to develop a coherent and effective set of membership-related activities that she can support from the pulpit and in other ways.
- Provide welcoming initial experiences to new visitors on and after Sunday morning.
- Support visitors through a clear, visible, friendly and appropriate joining process.
- Orchestrate or support activities that help members deepen connections with one another.
- Update contact information for members.

## **Music Committee**

**Chairperson: Peter Hansen (Phansen@cshore.com)**

The Mission of the Music Committee is to support the work of the music staff in bringing to USNH a music program that enhances worship and fosters an understanding and appreciation of the beauty and diversity of the world and all its peoples.

To support the Committee and USNH missions, the Committee is working to advise and provide input to the Staff on Choir and worship music, to maintain the Choir sheet music library, USNH pianos and hymnals, to oversee the special Music Fund, to submit the Music portion of the USNH operating budget (not salaries) and to support the Sundays at Four concerts.

### **Specific goals include:**

- Attract new Choir members from present or new USNH congregants.
- Update content for the Music program on the USNH website.
- Recruit new Committee members, including non-Choir members.
- Complete the inventory, cataloging and filing of the Choir sheet music library and transition librarian responsibility to Sylvia Lipnick. (Jane Platt has done this for many years.) Move/assist with moving the sheet music file cabinets from rear cloak room area to an office room on the upstairs level.
- Assist/support the establishment of a true office space for the Music Director. (in former office of Associate Minister).
- Assist Music Director to clarify or establish responsibility for music for Sunday services in June – August. (with Minister and Worship Committee) This includes playing, singing, accompanying, arranging for outsiders and approval for possible payment of outsiders, if required. Music budget presently does not include enough funding for outsiders in the summer.
- Inventory the supply of hymnals and replace/buy additional as needed with new donations or from Music Fund.
- Review need for major refurbishing of the Sanctuary piano or even replacement. Verify that all USNH pianos are being tuned as needed.
- Support and publicize three Sundays at Four concerts.
- Review possible participation of the Music Committee at USNH conference of other Connecticut UU churches on April 9, 2016.
- Assist Music Director with music aspects of Rev. Megan Lloyd Joiner's installation and other special events.
- Work with Minister, Board, Management Team and Personnel Committee to establish a process that will be carried out in 2016-17 to pick a new Music Director for the 2017-18 year.

### **Nominating Committee**

**Chairperson: Greg Feeley (gregory.feeley@sff.net)**

To support our mission to encourage and develop participation by USNH members in the workings of the congregation this year, the Nominating Committee is actively engaged in drafting a slate of candidates for upcoming openings on the Board of Trustees, the Nominating Committee and the Endowment and Legacies Committee.

### **Personnel Committee**

**Chairperson: Jean Rosenthal (jean@jeanerik.net)**

To support the USNH mission by enhancing congregational infrastructure, this year the Personnel Committee will provide support functions on personnel issues as requested by the Board of Trustees, Management Team, or Head of Staff.

### **Permanent Committee on Right Relations**

**Chairperson: Gail Figliola (grannygail08@gmail.com)**

Our current 2015-16 goals are:

- To display the Congregational Covenant in prominent places for the USNH community to see and attend to, e.g., lobby; weekly Order of Service; Website; Newsletter; RE staff/classrooms.
- To increase the visibility of the RCRR and our mission as resources through incorporation into worship, newsletter articles, informational brochure; website (priority).
- To obtain training for the PCRR in conflict resolution in order to serve the needs of our community in settling disagreements effectively.

### **Small Group Ministry**

**Chairperson: Gwen Heuss-Severance (gwenseverance77@gmail.com)**

Small Group Ministry provides an opportunity to consider the meaning of spirituality in our lives and to join others in the search for intimacy and ultimacy. Intimacy is the greater depth of relationship that develops from regular personal contact with group members and from the willingness to share with, learn from, and listen to them without comment or advice. Ultimacy focuses on meaning and significance, rather than details, information, or outcome.

Our goal is to support connection and community. Both newcomers and long-term members find participation in a Small Group to be a good way to get to know a few people better, particularly in a large congregation like ours. Small Groups at USNH are lay-led with a maximum of eight to ten members who meet on a regular basis from monthly to weekly. Members agree to abide by relationship ground rules--called a covenant--which help to create a safe and caring environment. Group sessions are led by a facilitator and follow a regular format. Groups may also have co-facilitators who rotate responsibilities.

The objectives of the Small Group Ministry Steering Committee for 2015-2016 are to:

- Finalize the roster of groups and facilitators for the Fall 2015-Spring 2016 terms: October through mid- January 2016; and mid-February through May 2016.
- Organize the two week sign-up process and publicize it to the congregation.
- Provide training and support to facilitators.
- Conduct evaluations of the Small Group Ministry at the end of each term.
- Recruit new members to the Steering Committee.

**Note:** A spoken report will also be given at the Congregational Meeting.

### **Social Justice Ministry**

**Chairperson: Dan Gelperin (dangelperin@gmail.com)**

The Social Justice Ministry (SJM) will work to inspire lives of generosity and compassion by providing a diverse set of opportunities for USNH members to become involved with less privileged members of the New Haven community, the

nation and the world. These opportunities will include, but are not limited to, food assistance, tutoring, and providing material aid in the form of clothing and household needs.

The SJM will nurture spiritual growth by encouraging a planning, action, and reflection model of social justice work. The network groups will be encouraged to develop the facility to use 'prophetic language' in order to continue calling attention to the spiritual aspects of USNH and Unitarian Universalist social justice work.

The SJM will cultivate transformative connections by partnering with other groups such as Dixwell UCC and through reaching out to marginalized people such as, but not limited to, refugees, immigrants awaiting documentation, people who are economically disadvantaged, and the mentally ill. Through an increased awareness of the issue of climate change and sustainable living we hope to transform our individual and congregational relationships to the interconnected web of life.

The SJM will work to create a more just world through advocacy efforts aimed at systemic change. We will work to strengthen the individual task forces and action groups and their ability to collaborate to bring about this change.

### **Social Justice Council Goals 2015-2016**

To assist in achieving these goals the social justice council will:

- Have a retreat with representatives from all social justice groups
- Recruit new members for the social justice council
- Establish an action network alert system to advise interested people of upcoming social justice events they might be interested in
- Coordinate our faith in action testimonials in worship services, rotate content on the social justice bulletin board, update and improve content on the social justice page of the USNH website
- Support and coordinate social justice groups; promote collaboration and synergy between groups
- Become more familiar with each social justice group to better serve their needs

**Note:** A spoken report will also be given at the Congregational Meeting.

### **Sunday Morning Team**

**Chairperson: Becky Sandmann (risandmann@sbcglobal.net)**

The 2015-16 goals for the Sunday Morning Team are as follows.

- To provide support on Sunday mornings with:
  - Greeting
  - Ushering
  - Supervising coffee hour
  - Welcoming visitors, collecting information from them, and assisting them to feel welcome, especially during coffee hour
- To further assist with making a community by:
  - Organizing monthly pot luck soups, or snacks or salads on the first Sunday of each month
  - Assisting with the planning of the annual Chocolate Auction which is a fund raiser
- To assist Membership Committee in order to increase membership and further welcome visitors by:
  - Maintaining visitor nametags, lists and data regarding the number of times folks visit USNH in order to know who might be interested in joining and/or participating in various activities at USNH
    - Assisting with possible new member activities as needed and/or requested
- To assist with member/visitor support and information:

- Maintain pamphlets in the lobby for visitors, guests and USNH members
- Facilitate and order supplies for the kitchen
- To further USNH goals we are working with other committees and groups to plan for the Cluster activity to be held in April 2016

**Worship Committee**

**Chairperson: Meredith Fahey (mafahey@yahoo.com)**

The Worship Committee goals for 2015-16:

- Support our new settled minister by providing high quality Worship Services one Sunday each month and throughout the summer months, and include exploration and incorporation of other spiritual beliefs and practices in satisfying this goal.
- Plan for the future of the WC: succession, membership, diversity, responsibility.
- Find and engage more talent for lay-led services.
- Develop a covenant for the Worship Committee reflecting on/adapting the Right Relations Covenant.
- Continue to explore a “Worship Associate’s” role, and what that might look like at USNH working with our new minister.

**Endowment and Legacies Committee Report – 2015**

Terms for two valued committee members, Thea Bourke-Martin and Carol Cheney, expired this year. However, as an attorney Thea will continue to be available to provide advice regarding issues with estates in the probate courts. Also, Carol will continue as a consultant, drawing from her expertise in marketing and communications.

Linda Mehta and John Watson have joined the committee. We look forward to their advice and assistance, together with the enthusiastic support of Reverend Megan, as we move forward.

At the June 2014 Congregational meeting, the Congregation approved our campaign to grow the endowment to \$2.5 Million by 2024. The endowment fund will serve as an invested savings account while providing an annual distribution to offset USNH operating and capital expenditures.

In common with many other UU congregations, we have made annual distributions computed as 2% of the average of the total endowment values for the preceding 13 quarters. Over the past four years, the endowment fund has distributed more than \$69,000 to the operating budget and \$10,000 towards roof replacement.

**Recent Historical totals for our Endowment Funds–**

	<b>June 2013</b>	<b>June 2014</b>	<b>June 2015</b>
<b>Winchell Fund:</b>	\$470,976	\$534,207	\$561,072
<b>1978 Fund:</b>	\$189,940	\$209,371	\$211,238
<b>1979 Fund:</b>	\$170,489*	\$155,769*	\$158,333*
<b>Totals:</b>	<b>\$831,405</b>	<b>\$899,347</b>	<b>\$930,643</b>

\*Deposits of new gifts, and withdrawals for the operating and capital budgets, are made to/taken from the 1979 Fund.



In addition, the Committee manages the Senn Fund, which is not part of the endowment portfolio. Rather, it is a **boarddesignated fund** established by the Senn family to support Religious Education. Transfers to the RE budget are usually made annually.

	<b>June 2013</b>	<b>June 2014</b>	<b>June 2015</b>
<b>Senn Fund:</b>	\$12,627	\$16,718	\$14,128

We ask all members of the congregation to consider making endowment contributions in recognition of significant life events.

Since the June congregational meeting Faye Kandarian and William Lipp have joined the Legacies Society and deceased member, Gerald Robbins's, contribution to the endowment is recognized. Their names are now included on the Legacies Society display in the foyer

You can join the 54 members, of the **Legacy Society for USNH**, see attached list, by contributing to the endowment fund or by including USNH endowment in your estate plans.

Please contact any member of the Endowment and Legacies Committee to discuss the many options for supporting the mission of USNH by making an endowment or legacy gift.

A gift to the USNH Endowment is "A Gift That Keeps on Giving."

Fred Morrison, Chair  
Bob Congdon  
Jeremy Hill  
Linda Mehta  
John Watson

Thea Bourke-Martin, Advisor  
Carol Cheney, Consultant  
Mary Beth Congdon, Consultant