

UNITARIAN SOCIETY OF NEW HAVEN

ANNUAL REPORT

2020 – 2021



The Unitarian Society of New Haven
700 Hartford Turnpike, Hamden, CT 06517
Phone: 203-288-1807
Email: office@usnh.org
www.usnh.org

Rev. Lindasusan V. Ulrich, Minister
Nancy Apfel, President of the Board of Trustees
David Stagg, Gwen Heuss-Severance, Jean Rosenthal,
and Bobbi Pace, Management Team
Jesse Greist, Director of Lifespan Religious Education
Jamie Ross, Congregational Administrator
Jeffrey Douma and Erika Schroth, Music Directors
William Braun, Associate Director of Music
Anna Flores, Membership Coordinator
Oscar Adorno, Sexton

Contents

Minister's Report – Rev. Lindasusan V. Ulrich	3
Board of Trustees.....	5
Management Team	8
Adult Religious Education Committee	10
Buildings and Grounds Committee	10
Children and Youth Religious Education Committee	11
Covenantal Relations Committee.....	13
Director of Lifespan Religious Education	14
Eighth Principle Working Group	18
Endowment & Legacies Committee	18
Finance Committee	20
History, Archives, & Library Committee	21
Membership Team	21
Music Committee	23
Nominating Committee.....	23
Pastoral Care Team	25
Personnel Committee.....	26
Small Group Ministry	26
Social Justice Council	26
Stewardship Committee	36
Sunday Morning Team.....	38
Worship Committee.....	38

Minister's Report – Rev. Lindasusan V. Ulrich

To say that we've had an unusual start to our ministry together would be quite an understatement. Typically, the congregation and minister get to know each other through a thousand small, informal interactions in addition to committee meetings, social hour, and appointments. This year, nearly every communication has had to be highly intentional, and while I'm grateful we've had Zoom to stay in touch, we've come to know its limitations as well.

Despite all that, my overwhelming feeling is gratitude: for the warm welcome I've received, for the dedication of our volunteers, and for the creativity brought to bear on a challenging situation.

My main goals this year were to get to know USNH — both the people and the systems — and to find ways to connect people during a time of enforced separation. Highlights included:

- Noticing the patterns, strengths, gaps, and culture at USNH.
- Crafting meaningful worship services (see below).
- Leading lectio divina — a text-based spiritual practice — twice a week. The Monday sessions started in November, and the Saturday sessions began in January, particularly for those who work during the week.
- Welcoming 10 new members in fall 2020 and five new members in spring 2021.
- Offering pastoral care through phone calls, individual appointments, and the “Friend in the Wintertime” program coordinated by the Pastoral Care Team.
- Working closely with the Board of Trustees, Management Team, and other committees, including Worship, Pastoral Care, Stewardship, Membership, and Covenantal Relations.
- Discussing [Widening the Circle of Concern](#), the report from the UUA Commission on Institutional Change, about ways that USNH can continue to dismantle white supremacy culture in the congregation's structures and practices.
- Getting to know the social justice landscape at USNH, including Waverly, CONECT, and the [8th Principle](#).
- Updating two of USNH's Standard Operating Procedures (SOPs).
- Participating in professional development, including the completion of my certification as a spiritual director, Finding Our Way Home (for UU religious professionals of color), Renaissance (for spiritual directors), Festival of Homiletics, Ministry Days, and General Assembly (where I'll serve as a chaplain).
- Serving Unitarian Universalism through participation on the Skinner House Editorial Board, at Unitarian Universalist Ministers Association (UUMA) chapter meetings, as liturgist for the 2021 UUMA Celebration of Ministry service, and through various writings accepted for publication.

Due to COVID restrictions, I was unable to officiate any rites of passage this year.

Worship Services

Between our ingathering in September and the General Assembly service that closes June, USNH will have held 44 worship services (including two non-Sundays). Kudos to the Worship Committee and professional staff whose collaborative work made for such a rich worship experience while we have had to stay separated. Special thanks to Robb Camm for volunteering his video editing skills week after week, as well as to Rich Genzano and Carol Stockton for their help.

One of the tools we started using for collaboration was a Google spreadsheet with the titles of each service, links to the individual service scripts, a list of the day’s participants, and access to documents with Joys and Sorrows, newsletter blurbs, and the schedule for Our Faith in Action. With this one centralized location, everyone involved in a service has access to the most up-to-date information.

Also of note this year was a “Connecticut UU Tour” in December 2020/January 2021 that we ministers from several UU congregations in CT organized. The goal of these shared services was to give worship teams (especially volunteers) some respite after the relentless pace of crafting online worship since the pandemic began.

Finally, I’m delighted that the USNH covenant is now part of every service. My hope is that we’ll be able to live into it more and more all the time.

Date	Worship Service Title	Notes
9/13/20	Water Ceremony and Ingathering	Multigenerational
9/20/20	The Promises We Make	
9/27/20	There’s Always a Choice	
10/4/20	Clearly Connected	
10/11/20	Vote Love, Defeat Hate: Organizing for the Long Haul	UUA-based
10/18/20	Thirsty	
10/25/20	The Breath of Our Ancestors	Multigenerational
11/1/20	The Next Right Thing	
11/8/20	Gather the Spirit	
11/15/20	In It Together	
11/22/20	Recipes	Multigenerational
11/29/20	Galaxies	Pulpit guest(s)
12/6/20	Stillpoint	
12/13/20	And So We Wait	
12/20/20	Winter Solstice	Multigenerational
12/24/20	Christmas Eve (Thursday service)	Multigenerational
12/27/20	CT UU tour - UU Hartford	Shared service
1/3/21	CT UU tour - USNH Dream a New World Into Being	Multigenerational Shared service

Date	Worship Service Title	Notes
1/10/21	CT UU tour - UU New London	Shared service
1/17/21	Beyond Seven Principles	
1/24/21	CT UU tour - UU Manchester	Shared service
1/31/21	CT UU tour - UU West Hartford	Shared service
2/7/21	What is the Beloved Community?	
2/14/21	Love is the Root of Nonviolence	
2/21/21	My Beloved Community	Pulpit guest(s)
2/28/21	One Wild and Precious Life	Multigenerational
3/7/21	Side With Love Sunday	UUA-based
3/14/21	Memorial Service for the Way Things Were (d. 2020)	
3/21/21	Living Our Values Every Day	
3/28/21	The Past is Present. The Time for Change is Now.	Pulpit guest(s)
4/4/21	Our Souls Speak Spring (Easter)	Multigenerational
4/11/21	Becoming Free	
4/18/21	All That We Have Been, All That We Will Become	
4/25/21	Earth Calls Across Generations	Multigenerational
5/2/21	The Man Who Got Too Quiet	
5/9/21	Hazel's Quilt	
5/16/21	The Woman Who Came Unraveled	
5/23/21	Dismantling White Supremacy: Our Cloud of Witnesses	Pulpit guest(s)
5/29/21	Blessing of the Animals (Saturday service)	Multigenerational
5/30/21	[Title TBD]	
6/6/21	CYRE Service	Multigenerational
6/13/21	Youth-led Service	Multigenerational
6/20/21	Flower Communion	Multigenerational
6/27/21	GA Sunday Service	UUA-based

Board of Trustees

Nancy Apfel, President; Emily McCave, Vice President; Becky Friedkin, Clerk; Larry Copes, Treasurer; Al Bosch, Past President; At-Large Trustees: Bernice Marie-Daly, Tina Santoni, Rich Stockton; Youth Trustee Elizabeth Soderholm

Our long-term goals for this congregational year were shaped largely by the ongoing pandemic, which necessitated that all congregational activities remain virtual for the entire year. Our goals were also informed by welcoming and working with our newly called minister, Reverend Lindasusan Ulrich.

During this year, there was a continued focus on USNH’s Ends statements, which describe the difference we want to make in the world. In short, USNH is committed to nourishing and cultivating:

1. **Relationships within:** Respecting different spiritual journeys, the people of USNH find inspiration and develop our best selves.
2. **Relationships among:** Treating one another with respect, we create a congregation of radical welcome, support and connection.
3. **Relationships beyond:** Joining with our community partners, we act on our values in the larger world.

The Board’s fall retreat provided an important opportunity to become more acquainted with our new Board members as well as Rev. Lindasusan. The Board read the short book, *Nested Bowls*, as a foundational guide for understanding policy governance and how it informs the work of the Board. During the retreat, the Board delved deeply into each set of ends in order to determine the priority for the upcoming year, particularly in light of the continuing pandemic. After spirited debate and strong advocacy for prioritizing each set (Within / Among / Beyond), the Board decided to prioritize Relationships Among (i.e., our connections with each other) during the pandemic. This decision assisted Rev. Lindasusan with setting programmatic priorities for their inaugural year.

With this prioritization of *Relationships Among*, the Board also reviewed the specific language under this Ends Statement. After much thoughtful discussion, the Board approved a revision of the *Relationships Among* sub-statements. Changes made are in bold:

USNH is a congregation of **radical** welcome and connection, where people of all ages:

- **Honor and respect our Covenant and each other.***
- Give and receive support in times of joy, sorrow, and transition.
- Embrace **and affirm all diversity, for our members, our leadership, and all who enter our doors.**
- Engage in life-long learning **to deepen our self-understanding and enrich our relationships with one another.**
- Generously give of ourselves and our resources.

*The first bullet originally read “Treat one another with respect.”

Our regular Board work included monitoring Governance Policies, overseeing the budget and setting priorities for the FY22 budget, and working with the minister and Management Team to hear the continual work being done throughout the year. Additionally, the Board worked closely with the Building Re-opening Advisory Group to ensure safety protocols and ongoing monitoring tools were put into place related to building and grounds usage. At the fall congregational meeting, the Board proposed a motion to experiment with a smaller Board – meaning no more than nine Trustees, plus the Youth Trustee – through June 30, 2022, which was passed. As part of this experiment, the Board began regular process reviews at each Board

meeting and had robust discussions on the role of the Treasurer and the Past President. We are currently in the process of piloting some specific measures to help us assess our effectiveness over the course of a year.

The Board also appointed an Ad-hoc Committee on Financial Roles and Responsibilities to study, evaluate, and make recommendations to the Board to define:

- the specific and appropriate financial roles and responsibilities of the USNH Treasurer, Finance Committee, Management Team, Board of Trustees and other relevant participants in financial matters;
- the accountability relationships among the above entities regarding finances; and
- the appropriate financial reporting to the Board of Trustees.

Under policy governance, the key role of the Treasurer is oversight of USNH's finances and accountability to the Board, which has overall fiduciary and budgetary responsibility. One recommendation of the Ad-Hoc Committee is that the Treasurer focus their time with the Finance Committee and make quarterly financial reports to the Board. The Board will likely recommend to the congregation next spring that the Treasurer continue as a member of the Board but not be required to attend all Board meetings unless they wish to be involved in non-financial governance matters.

Despite not being in-person, Rev. Lindasusan created a variety of meaningful ways to foster connection with the congregation through weekly appointments, Lectio Divina sessions, and attending most USNH Saturday drive-through events and fire-pit social functions. The Board has thoroughly appreciated all of Rev. Lindasusan's guidance and support during this challenging year. The Board would also like to recognize the incredible perspective brought forward by our inaugural Youth Trustee, Elizabeth Soderholm; her contributions were invaluable to the Board and we are so grateful to have worked with her this year.

This year has been a time of deep reflection and response as our nation reckons with our deeply embedded and hurtful relationship with interpersonal and structural racism. The Board recognizes that the work starts here and with us. To this end, the Board read and discussed the Hospitality and Inclusion section of the Commission on Institutional Change report, [Widening the Circle of Concern](#). In addition, our spring retreat on May 8 focused on radical welcome, anti-racism work, and the [proposed 8th principle](#). Board members viewed the 2020 GA Workshop "[Why Diversity, Equity, and Inclusion Matters to YOUR Congregation](#)" to set the foundation for the retreat as well as engaged with other materials focused on recognizing and responding to white-supremacy culture and how it shows up within our congregation and within our Board processes. Some members also viewed a [discussion among four UU ministers](#) whose congregations have adopted the 8th principle. We recommend both videos to all members of the congregation.

Connected to this, the USNH 8th Principle Working Group was formed, with both President and Vice President of the Board serving as members. At our May 13 meeting, the Board voted unanimously to adopt the 8th principle for its work going forward. This is not binding on the

congregation, which will vote separately on this at a later date. While much work has been ongoing, there is still much to be done and the Board is prepared for an ultra-marathon rather than a sprint.

The Board was pleased to provide a letter of support to the Waverly/USNH Partnership for a grant application to support summer programming. We are also working with the Waverly Planning Group to explore support for creation of a 501(c)(3) non-profit organization under Waverly auspices.

While this year posed many unique challenges, perhaps most salient was the need for continued connection and support amongst our community. Through the dedication of our minister, our pastoral care team, our Sunday worship team, our social justice committees, and so many of our congregants who extended a helping hand, made a phone call, or sent a zoom invitation, we have stayed stronger together. Hopefulness abounds as vaccination rates continue to rise and with the knowledge that we will soon be together again in person.

Respectfully submitted,
Nancy Apfel for the Board of Trustees

Management Team

Management Team; A group of individuals, of which one is the minister, who are delegated authority by the Board of Trustees to run the day-to-day operations of the congregation and to ensure that the mission of the congregation is being fulfilled. The function and authority of the Management Team is shared equally by its members. (From our Policy Governance Handbook.)

Membership of the Management Team (MT) has changed since our last report in May 2020. Rev Lindasusan joined us in August 2020, replacing Rev John Marsh. David Stagg continued to lead the team with Gwen Heuss-Severance, Jeremy Hill and Jean Rosenthal as our other members. Jeremy stepped off the team in January 2021. We invited Bobbi Pace to join us in April of 2021 and the Board of Trustees confirmed Bobbi's appointment to the Management Team in May 2021. Gwen will leave us at the end of June 2021 after 4 years on the team.

We continued Zoom meetings every two weeks throughout the year with Gwen as recorder until July 2020 when Jean took over. Rev Lindasusan is our representative to the Stewardship Committee. Gwen is the Chair of the Building Reopening Advisory Group (BRAG). Jean is our liaison to the Personnel Committee and is Chair. David is the representative to the Finance and Buildings and Grounds committees.

With the pandemic forcing the closure of the building except for essential operations and the daycare, the creation of the Building Reopening Advisory Group was a major undertaking. We invited Nancy Apfel, Emily McCave and Rich Stockton from the Board, Jesse Greist, Jamie Ross and Manya Lisse (a USNH member and ER physician) to join the MT in creating the BRAG group. With Gwen as Chair, the group has met 12 times since June 2020 and issued guidelines via our Newsletters and the Website for the use of the building.

In January we reviewed the offer by the Yale Humanist Society to donate the outdoor structure (“The Lighthouse”) that would be a permanent addition to the USNH landscape. After researching the feasibility and potential costs we voted to decline the offer. Subsequently the Board also voted to decline the offer.

When Larry Copes was appointed as Treasurer at the end of 2020, Larry asked questions about the duties of Treasurer and the relationships among the personnel involved with financial management at USNH. The MT asked the Board to create a group called Committee on Financial Roles and Responsibilities (CFRR) with Becky Friedkin, Rev Lindasusan, David Stagg, Terry Durham, Kathy Garner and Larry Copes as Chair. That group has worked via email on a spreadsheet detailing tasks relating to financial management and defining responsibilities for each task. The group has also met via Zoom to report to the Board and is now in the process of examining and revising the published documents that describe the management of finances at USNH.

We reported compliance with certain Policy Governance sections at the regular monthly meetings of the Board of Trustees. We reported on sections 1.1 through 1.10 with the exceptions of sections 1.5 and 1.6 (These are reported on by the Treasurer). We also reported regularly at those meetings on the activities of the BRAG committee.

We met with the Council of Chairs in October 2020, February 2021 and May 2021. Gwen created the agenda and chaired the meetings.

In January 2021 MT began discussions with the Finance Committee regarding the Operating Budget for Fiscal Year 2021-22. The Finance Committee provided us with a first draft. We have continued this collaboration through multiple revisions of the budget as the Stewardship campaign nears its conclusion.

We have revised two of our Standard Operating Procedures and created two new ones. The following have been newly published or updated in the “[online library](#)” section of the website:

- SOP-0005 Burials and Memorials (Updated)
- SOP-0014 Fees for Memorial Services (Updated)
- SOP-0015 Building Use for Adult Religious Education (New)
- SOP- 0016 USNH Employee Handbook (Personnel Policies, reformatted)

With two special events scheduled for November of 2021, we have created a committee to plan and manage the Installation of our Settled Minister and the Celebration of the 70th anniversary of the founding of USNH. Jim Peters and Lisa Anderson have agreed to co-chair the committee which presently has 12 additional members plus the MT and a first meeting scheduled for June 15th 2021.

Management Team, May 2021

Adult Religious Education Committee

The Adult RE committee recently adopted the [8th principle](#) within the committee, covenanting to “build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.” We are reviewing and developing all our curriculum with this specific lens, and have supported the new 8th Principle Working Group at USNH with the goal of educating the USNH community about the call to adopt the 8th principle in our congregation.

ARE has filled the year out with meaningful programming, with an emphasis on anti-racism activities, including several workshops and book discussions, including this year’s Common Read, *Breathe*, by Imani Perry, a twelve-week discussion series on Isabel Wilkerson’s book *Caste*, and a recent discussion of *The Prophets*, by Robert Jones, Jr. In keeping with past tradition, we have reached out with other committees (LGBTQ+ and Anti-Racism) to co-sponsor many of these activities. `

Most recently, aiming to provide a more light-hearted and inclusive community-building event, ARE sponsored a *Cabaret Variety Show* in April - about 15 acts - and a good audience (30 screens with multiple people in most screens). People reported that it was an excellent community-building event, with some in attendance who could not have come in person.

Tisa Wenger and Becky Sandmann, co-chairs

Buildings and Grounds Committee

Jason Kyle (Chair), Al Bosch, Gordon Daniell, John Deming, Michele DeMusis, Shirley Dion, James Erard, Maggie Goodwin, and David Stagg

The following items have been completed:

1. Fall and Spring clean-ups (well, almost complete). Some trees were taken down and a ton of grounds cleaned up. Thanks to Jane Snell and Jerry Clupper for leading this project, and thanks to everyone who showed up for doing an amazing job!
2. Gutters cleaned.
3. Winfred Rembert paintings are having plexiglass cases constructed to protect them.

Agenda items that are cooking:

4. The biggest project of course is the Dryvit on the exterior of the building. Thanks to David Jones, who is leading this project! This is an active and ongoing project and we should look to get this addressed at high priority.
5. Soundproofing the social hall for better acoustics. We have some wonderful ideas that will be pleasant to look at – tapestries or handmade cloth artwork could be hung on the walls to gobble the sound. We would like to have something cooking on this idea prior to our return to in-person.

6. The kitchen hot water heater is not robust enough to handle warming water sufficiently. A small hot water heater would be ideal to fix this situation and we will consult the plumber we use to address this issue prior to returning in-person.
7. A wheelchair ramp will be purchased and placed from the breezeway to the back patio so all can enjoy. This will also be installed prior to returning in-person.
8. Blinds will be replaced in the library prior to returning in-person.

The following have no projection dates yet:

1. We've gotten quotes to correctly redo the back patio with pavers instead of the uneven and aged blue stone.
2. We've gotten a few quotes for solar. We really should consider a parking lot array. We could incorporate EV power stations when doing this.
3. We need to remove a very large amount of tree and shrub debris from our property in several locations and are investigating how best to accomplish this.

Children and Youth Religious Education Committee

Patricia McChesney (Chair, continuing), Vicki Seitz (Secretary, continuing), Robyn Genzano (returning), Manya Lisse Newton (continuing)

Pam Niles continues to volunteer to ensure that the day-to-day details of the program are attended to and has facilitated the CYRE program's goals. We very much appreciate her dedication to CYRE.

We are extraordinarily grateful to our volunteer teachers and helpers who have supported the CYRE program by donating hours of their time to our USNH children, youth, and teachers., especially during the pandemic year of 2020-2021. We are a cooperative religious education program that relies on our volunteers. We are also appreciative of the congregants who have supported our children in many ways, including as their adult Buddies.

Committee Accomplishments:

2020-21 has been a productive and enjoyable year for the Children and Youth Religious Education (CYRE) Committee. We continue to have a very positive working relationship with Jesse Greist, Director of Lifespan Religious Education (DLRE.) His interactional style sets a positive tone for the committee, volunteer teachers, and children and their families in our program. He approaches USNH's CYRE challenges with creativity, knowledge, and care. This year, he has overseen classes held in-person outdoors, as well Zoom format classes. We look forward to our continued work with him.

Special Events and Fundraisers

The CYRE committee and DLRE organized and ran two events this year:

- Getting to Know U – Buddy Program (October-November 2020)

- Sponsorship of Lezter Rico and Miguel Caballero students, and UU children in the Philippines

Stated Goals

The CYRE committee in collaboration with the DLRE met the majority of our stated goals in 2020-21, including

- Supporting our DLRE in his leadership responsibilities managing religious education programs for our children and youth
- Working with the DLRE to carry out Children’s Chapels for the year
- Continuing our relationship with Lezter Rico and Miguel Caballero, sponsees, and the UU children in the Philippines
- Continuing the intergenerational activities begun four years ago—the Secret Buddy Program. We were excited to note continued connections between children and youth and adult Buddies even after the end of the formal program. Due to the COVID-19 pandemic, we were unable to host a Buddy Banquet, but we hope to return to normal social activities in 2021-22.

Additional Projects

- We are working with the DLRE on updating the class structure in the RE program, including contingency plans for possible virtual classes due to the COVID-19 pandemic
- We are working with the DLRE on incorporating the new 8th principle into all CYRE programs
- We are working with the DLRE on updating the CYRE curricula with UU heroes and history that includes people of color
- We are working with our DLRE on updating curricula to include gender non-binary acceptance and understanding
- We are working with the DLRE on establishing a community that is welcoming to neuro-non-traditional students
- We continued to work to engage children who have Stepped Up/Moved Up beyond ushering and chalice lighting.
- We are supporting our DLRE with OWL classes at age grade groups K/1, 4/5 and 7/8.

CYRE Committee Goals for 2021-22:

- Support our DLRE in his leadership responsibilities managing religious education programs for our children and youth
- Recruit two or three new committee members.
- Work with DLRE to configure Children’s Chapels for the upcoming year
- Continue to maintain our relationship with UUs in the Philippines through supporting the education of Lezter Rico and Miguel Caballero, our sponsees.
- Collaborate with DLRE in planning CYRE Sunday in June 2021 which will recognize children who have Stepped Up/Moved Up and thank teachers and other volunteers

Covenantal Relations Committee

Paul Trotta, chair, Bernice Marie-Daly, co-chair, and Lisa Anderson, Amanda Dettmer, Maggie Goodwin, John F. Kennedy, and Karen Swanson

- No financial expenditures.
- We held our monthly meetings via zoom on the first Thursday of each month.
- Provided monthly *Community Circles* the first Sunday of the month. We adapted thematic materials from *Soul Matters*. Average attendance was 6-12 participants.
- Participated in quarterly Council of Chairs meetings
- Facilitated Summer Worship Service on Beloved Community in August, 2020
- Established periodic CRC updates/ discussions with Rev. Lindasusan, December, 2020
- Co-sponsored *Mental Health Awareness Program*, January, 2021.
- Created CRC Charge, February, 2021
- Facilitated [8th principle](#) Sunday Circle in March, 2021
- Reviewed CRC membership and needs for 2021-2022, April, 2021
- Paul Trotta stepped down as Chair, May, 2021
- Bernice Marie-Daly and Amanda Dettmer are co-chairs going into 2021-22
- CRC edits to USNH website, May/June, 2021
- Discussions and hosting First 8th Principle Working Group Discussion, June 6, 2021

The new charge for the Covenantal Relations Committee follows:

PURPOSE:

The purpose of the Covenantal Relations Committee (CRC) is to serve as partners in building, maintaining, and repairing congregational relationships to ensure that we are living in alignment with the USNH covenant.

ROLES/RESPONSIBILITIES:

The work of the CRC will reflect USNH and UU values, and the congregation's governing policies, and will seek to strengthen the shared covenant-based fabric of our community.

Members of the CRC will serve the congregation, not individual congregants, staff, ministers, specific program areas of the congregation, or specific subgroups of the congregation. The needs of the USNH community as a whole will always be held first and foremost at the center of all that the CRC does.

The CRC is committed to supporting and nurturing healthy, mutually enhancing relationships, and for embodying and modeling the fact that our community cares when harm has been caused, whether intentional or not, whether the harm was initially recognized or not.

The CRC serves to encourage cooperation and communal responsibility.

The CRC is not a decision-making entity.

The CRC honors the confidentiality of its internal reflection, deliberation processes, and outcomes.

The CRC will engage in its work of supporting covenant-based relationships through three modalities:

- **Supporting covenant-based relationships:** Providing such proactive, skill- building activities as workshops, seminars, and discussion circles, among other activities.
- **In the moment of potential or actual harm or conflict:** Serving as proactive witnesses and models of healthy covenant and mutual care.
- **After harm or conflict has been caused:** Serving as facilitators, mediators and guides to assist and support the conversation, healing, recommitment to covenant, and affirm mutual care and respect.

SELECTION PROCESS & ACCOUNTABILITY:

Recognizing that everyone possesses different skills and expertise, the CRC is committed to reflecting, learning, and working together. Because this team functions as a 'community of practice,' rotation on/off the team will include a process of invitation and discernment in conversation with the chair, or co-chairs, of the team and/or minister. We welcome those who are committed to this work, and provide support to those who feel called to contribute elsewhere. Individuals may self-nominate or be nominated by committee members and others. We encourage as many people as possible to join the committee to deepen their covenant-based skillfulness. The term of service shall be at least two years and no more than five years. Former members may return to the CRC one year after completing their terms.

The CRC meets at least quarterly with the minister and will submit a periodic report on its activities to the congregation's Board of Trustees, as is helpful or requested.

Respectfully submitted,
Bernice Marie-Daly and Amanda Dettmer

Director of Lifespan Religious Education

Section One: CYRE Overview

The Children and Youth Religious Education (CYRE) program saw a surprisingly engaging and challenging year in 2020-21, with the CYRE committee, teachers, volunteers, USNH staff, parents/guardians, youth and children collaborating weekly to create diverse, vibrant programming, both in person and online. In the fall, the classes met in person, went online (again) in Winter, and finished out the year in person and outdoors.

Curriculum

The curriculum for this year centered on the history and ongoing development of our UU Identity. The curricula used in each class were:

- Wonderful Home (Pre-K and K)
- UU Super Heroes (1st -2nd Grade)
- Being UU Every Day (3rd-4th Grade)
- Heeding the Call (5th -6th Grade)
- Affirmation: Coming of Age (7-8th grade)
- Young Religious Unitarian Universalists" (9th – 12th grade)

Note: We were supposed to run Our Whole Lives (OWL) this year, but did not due to the COVID-19 pandemic and the resulting guidance from the UUA asking congregations to not teach OWL virtually. OWL classes will happen next year, we hope!

Teachers and Classes

The teaching corps has been reliable, **flexible**, and all around wonderful, as always. The teams (many of whom had worked together before) coalesced quickly, and became largely autonomous as the year progressed, supported by myself, the CYRE committee and Pam Niles during the week. Due to the pandemic, classes met less frequently than in prior years (1-2 times per month) and teams were smaller (2-3 teachers per team, instead of the usual 4). In general, classes ran smoothly both in person and online. Online class sessions were shorter than in person, especially for younger children. The in-person classes we offered in fall and spring were wonderful and breathed life into the program, but required A LOT of set up time, energy and resources. I also spent a lot of time adapting lesson plans to online and masked/socially distanced format. I discovered that it is not a sustainable model for Religious Education, as nice as it is for individual classes to head outside from time to time.

Some families chose to not participate in virtual classes because of “zoom fatigue” and others chose not to attend when we had classes in person due to health precautions. Enrollment in the CYRE program was down about 25% from previous year(s), mostly due to these concerns. We also did not offer nursery care this year, with all services being online. This affected attendance numbers as well. The Affirmation class, which had six students, was taught by two veteran stalwart teachers, with some invited guest speakers. As mentioned above, they were unable to go to Boston, but ended the year with a campout at USNH. Five of the six students finished the year and wrote Credo statements, but they opted not to hold a public online service. Instead, they recorded their statements and will make them available online through the USNH YouTube channel

Understandably, we welcomed fewer new families into the RE program this year. Looking to the coming months, I return to my pre-pandemic concern about the number of families that visit and do not return or “disappear” after a couple of visits. While our membership team is doing a great job of welcoming newcomers and much has been done to streamline the sharing of visitor information, there continue to be many first-time visitors who do not return, and

others who attend 3-4 times and subsequently disappear. I will continue to monitor this as we begin to hold in-person worship this fall.

The YRUU youth group had only two advisers this year, and eight participating youth. The advisers have worked amazingly well with the group and continue to refine the balance between adult and youth leadership. They met either online or at USNH twice per month, engaging in community service projects and social outings on the non-meeting Sundays. There were two overnight events at USNH, and the youth met in person all winter for outdoor fire pits. They did not run a children's chapel this year but have planned a youth-led worship service for June 13th and will "bridge" 3 seniors, Rebecca McChesney, Teo Trotta-Smith, and Zoe Woodworth, into adulthood.

Attendance

Enrollment was lower than prior years, due primarily to the lack of nursery care and pandemic concerns. We had 48 children/youth register for classes this year, which is a 25% drop from last year. We received around 8 online visits, and 2 in-person. There were also families that attended services and CYRE events but did not participate in classes. Attendance averages were as follows:

- Nursery: 0 per week (not offered)
- Pre-K/K grade: 4 per week
- 1/2nd grade: 2 per week
- 3/4th grade: 8 per week
- 5/6th grade: 10 per week
- 7/8th grade Affirmations: 6 per week
- YRUU: 6 per week

Summary: RE classes and YRUU saw average weekly attendance of 36 students per week, or 75% of those registered. Total enrollment was down from prior years, but attendance percentage was up. As expected, moving classes online was more difficult for younger children, and attendance was hardest hit among the nursery-2nd graders.

Childcare

The childcare workers were supported through PPP funds throughout the spring and summer of 2020. Jessi Rudewicz ended her employment with USNH in August, 2020, but longtime childcare employee Jenn Russenberger stayed on and transitioned beautifully into a role as an RE teacher, working with volunteer Mary Herron to run the 1-2nd grade class.

Budget

The CYRE budget was adequate and was largely unused due to minimal in-person programming. Most of what was used supported book/curriculum purchases, materials for distance learning, camping trips, and DLRE professional development.

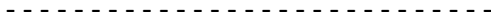
Special Events and Fund-raisers

In spite of the pandemic, The CYRE committee and DLRE organized and ran three events this year, mostly in Spring:

- USNH Easter Egg hunt (April)
- Blessing of the Animals (May)
- The “Ulympics” (July)
- Additionally, the 5-12th graders ran a two-month project in the spring, gathering donations and assembling backpacks for Columbus House clients. In May, I delivered 83 full backpacks to Columbus House!

Children’s Chapels and Multi-generational Worship

The children’s chapels this year were all online and were geared towards families that were not attending in person. With average view count of 80-150, they were well received, and I heard from several parents that children in Pre-K through 5th grade particularly found them engaging and supportive.



Adult Religious Education

It was a pleasure for me this year to organize bi-monthly winter gatherings for the “Millennials to Gen-X” group outdoors around the new fire pit and patio heater. These events were well attended, and deeply appreciated.

It was also my pleasure to run the ContinUUm writer’s group, which met monthly to share poetry and prose based loosely on the USNH worship themes. This has proved to be an intimate, safe space for reflection, creativity, and support. A collection of pieces from this group will be added to the USNH library over the summer.

The Adult Religious Education Program ran three short-term classes, 5 book discussions (including participating in the UUA Common Read) and ran all offerings online. Tisa Wenger and Becky Sandmann co-led the ARE committee with grace and aplomb, and attendance was high – in many cases higher than for in-person offerings.

Small Group Ministry

In fall 2020, we ran eight Small Groups, with 89 participants and in spring 2021 we again ran eight Small Groups with 82 participants. Feedback about the groups that ran both in the fall and spring was positive, and attendance was high. Small groups at USNH continue to offer essential community building opportunities and a spiritually nurturing atmosphere. Most groups were able to flourish online and while many participants reported eagerly awaiting a return to in-person gatherings, a smaller but important group reported feeling that they were better able to participate through Zoom than when groups meet in person. The Small Group Ministry Steering Committee worked hard to ensure that each Small Group ran smoothly, providing Zoom training to those who asked for it. The Steering Committee itself shrunk to 3 members and we look to expand this fall.

DLRE Professional Development

Using the generous professional development budget provided by the USNH community, I was able to:

- Attend 6 virtual DRE cluster meetings this year, involving Religious Educators from CT.
- Meet monthly with Bobbie Poole, my adviser for the RE credentialing program. I finished all requirements to complete this process including a professional portfolio, a national background check, an updated resume, a 27-book reading log, a planned multi-generational worship service, the required Renaissance Modules and a presentation on multi-generational story telling in March 2021. In late April, I went before the RE credentialing committee and was awarded “Credentialed” status as a Religious Educator.
- In January 2021 I finished recording *Spread the Light* a collection of original songs for use in children’s and adult worship. USNH covered half the cost of production of this recording and through sales, I was able to reimburse \$300 and donate an additional \$120 in profit to the general fund.

Jesse Greist, Director of Lifespan Religious Education

Eighth Principle Working Group

The 8th Principle Working Group was formed in February 2021 with an open invitation to our congregation to join, personal invitations to members who are People of Color (POC) as well as one youth. We currently have 12 members and are open to new members who would like to work on exploring the 8th Principle with our congregation.

We have been in discussion around what Radical Welcoming is and what it would look like at USNH, educated ourselves about the history of the [8th Principle](#), and are creating a Facts/FAQ information sheet.

We are planning multiple opportunities for people to learn about and discuss the 8th Principle. We will also be sharing information in the Newsletter.

We will be listening to feedback, engaging in conversation and seeing what emerges as the way to move forward.

Becky Sandmann and Jackie Trimble Shapiro
Co-chairs, 8th Principle Working Group

Endowment & Legacies Committee

The Committee met virtually five times during the year. The major actions taken were:

1. Conducted a mailing to the congregation as part of the campaign to grow the endowment to \$2.5 million by 2024. As a result of the mailing \$81,513 in cash donations and 6 estate plan commitments were received with an estimated value of \$36,000.

Added to the endowment's current value, these new gifts and the estimated value of gift intentions mean the current estimated value of the endowment is over \$2 million dollars, just \$500,000 short of our goal of \$2.5 million by 2024!

2. Conducted an annual review of the fund performance with our Advisor, Peter Kirshenbaum from Peoples United Advisors and revised and approved the Investment Policy Statement that guides his investment strategy.
3. Participated in monthly investor calls with the UUA Common Endowment fund.
4. Mailed a valentine thank you to members of the USNH Legacies Society acknowledging their support of USNH 's mission.
5. Reviewed the monthly reports on fund performance prepared by Treasurer Greg Seaman.

As of March 31, 2021 the total value of the Endowment was \$ 1,473,458. This is the total of three funds, plus the balance of the mortgage due (as a receivable, it is included as an asset):

1978 Fund (invested at the UUA)	\$ 194,963
1989 Fund (invested at Schwab)	335,617
Winchell Fund (invested at Schwab)	610,963
Balance of loan from Endowment	331,915
Total Endowment	\$ 1,473,458

Investments at Schwab are handled by Peoples United Advisors, formerly Olson Mobeck. Peter Kirschenbaum is the investment advisor for USNH. Investments at the UUA are in the UUA Common Endowment Fund, pooled with assets from many Unitarian Universalist congregations and affiliated organizations. The investment allocation target is 75% securities, 25% fixed income.

During the current fiscal year there will be payments to the operating budget of \$38,854.00 based on 3.5% of total Endowment value, averaged over the previous 13 quarters up through Dec. 31, 2019. Endowment received \$37,715 in mortgage loan payments, which were placed in the Winchell Fund. (During 2018, \$280,000 was taken from the Winchell Fund and \$100,000 from the UUA Common Endowment Fund to pay off the Citizens Bank mortgage.)

The total Endowment values and annual returns in recent years were:

	Value	Annual return	CPI (consumer price index)
Dec 31, 2014	\$ 920,480	0.8 %	
Dec 31, 2015	\$ 899,827	- 2.2%	0.7 %
Dec 31, 2016	\$ 957,402	6.4%	2.1 %
Dec 31, 2017	\$1,107,937	15.7%	2.1 %
Dec 31, 2018	\$1,090,562	- 1.5%	1.9 %
Dec 31, 2019	\$1,245,526	14.0%	2.3 %
Dec 31, 2020	\$1,453,515	8.0%	1.4 %

average return over 7 years: 4.9%

Endowment funds are a critical component of USNH financial sustainability. The value of the initial gift is never expended. Gifts are held in perpetuity and managed for growth—our savings account. A prudent percentage of that growth goes to the operating budget each year to supplement income from annual stewardship and other income.

Our goal is to assure the future of USNH for our children and generations to come. Funding our vision and mission has never been more important.

Fred Morrison, Chair

Greg Seaman, Treasurer

Vicki Seitz, Secretary

Committee Members Michael Clorite, Edwin V. Selden, John Watson

Consultants Carol Cheney and Mary Beth Congdon

Finance Committee

The Finance Committee (FC) provides specific operational support to the Management Team (MT) and advises the MT on matters of finance. To facilitate communication David Stagg, a member of the MT, attends the monthly FC meetings. FC members are chair Terry Durham, Kathy Gardner, Rick Weber, Linda Mehta and Susan Godshall. The Treasurer, Larry Copes, is not an official member, but attends most meetings and works closely with the team.

In the continuing COVID lockdown economy the Finance Committee has coordinated activity with Administrator Jamie Ross and Bookkeeper Antonia Baroga so that most work is remote linked to the office hub. Bills are paid remotely and via manual checks and payroll is made electronically. Pledge contribution checks are processed and, with other contributions, are deposited at Citizens Bank both physically and electronically.

Members of the Finance Committee perform regular specific tasks and work together on larger finance-related issues. Tasks this year were:

CDs – Rick Weber now manages the 7 staggered \$25,000 TIAA CDs for USNH.

Collection Plate – contributions are down during the Covid closure. Hopefully, they will increase when we again meet in person.

Grocery Cards and other fundraisers – Grocery card sales continue at the monthly Saturday community drive thru events. Other fundraisers have been limited due to Covid.

Operating Budget Fiscal Year 2021-22 - The Finance Committee provided the Management Team with the first draft of the Operating Budget in February and has continued to review and revise with the Management Team. Again, there are still Covid-related uncertainties about revenue streams and expenses which are difficult to plan.

Payroll – The Finance Committee continues to review payroll.

Payroll Protection Plan, aka PPP – Thanks to the work of Greg Seaman, the PPP loan has been fully forgiven. The funds have been placed into the Temporary Restricted Fund Gifts & Donations. Most of this money has now been designated to balance the Operating Budget for the next Fiscal Year, 2021-22.

Submitted by Terry Durham, chair

History, Archives, & Library Committee

Jane Platt, Chair; Toby Appel, Frank Jonientz, Kathy Lindbeck, James Platt, Peggy Rae, Yvette Scharf, Joan Silverman

During the pandemic, we have worked on things that can be done at home and by email. We have a database and a print catalog for the USNH Library. We are still waiting to have the database searchable on our website.

We have continued to organize and store items in archival format (acid free folders etc.) depending on access to the building. We're revising the filing system, adding new categories to reflect changes in congregational life.

Transcribed histories of USNH, written by Oscar Weiner, Richard N. Platt, Sr., Richard N. Platt, Jr., John Wolff, Jean Winchell, and Madeline Erskine are available. I can email copies of these to anyone who is interested.

We hope to have a database identifying the artist, medium, donor, dates, and location of each piece of art at USNH.

Thirty-six current or former members have been interviewed on cassette tapes which are now digitized and noise reduced. We can email a file to anyone wishing to listen to them. More recent interviews include Shirley Biewald, Ed Biewald, Bill Goward, Helene Goward, and Caroline Bridgman-Rees. We plan to expand to include past presidents and other longtime members.

We have developed a list of deceased members, attempting to name those whose remains have been interred in our Memorial Garden.

My presentation on our early history for the New Members took place on Zoom. I answer queries about our early history as they come up. A recent example is a record of the varying numbers of trustees on our Board

I am grateful to the committee members for their hard work and good humor.

Respectfully submitted,
Jane Platt

Membership Team

Christine Durham, Anna Flores (Membership Coordinator), Kathy Haskins (Chair), Patrick Korth, Joan Lane, Kyle Manning, and Debbie Smith

The membership team works alongside the Membership Coordinator to provide a welcoming path from new visitor to full membership.

Membership continued to maintain the Welcome Corner as a place for new visitors to chat and ask questions, though it was moved online into a Zoom room. We continued to offer 1st Sunday Welcome Chats to deepen visitor connection with USNH. Attendance fluctuated month to month but the Chats generally attracted visitors who viewed the informational video introduction to UU and shared their personal stories with team members (usually Coordinator Anna Flores and Joan Lane). The remaining Sundays of the month were less structured and were run by a rotation of team members. Most Sundays more than one team member would drop in to catch up and chat with any newcomers. Feedback from visitors and new members shows that friendly faces and greetings really make an impact, even virtually.

In order to hold *New to UU* classes, an updated online format needed to be worked out and the team worked with Rev. Lindasusan to come up with a program that worked the usual three classes into one session, with google docs to fill in the blanks that couldn't be covered in two and a half hours. The class included videos from Social Justice, Small Group Ministry, and Religious Education, that could be reused if needed in subsequent classes, and were used in both fall and spring classes. Time was spent discussing UU history and values, covenant, the principles of our congregation and stewardship. Participants were divided up into smaller zoom rooms for more personalized discussions based on questions provided by Rev. Lindasusan.

We will continue our function of checking in with new members at least once a year to see how they are settling in and to provide any assistance they may need in being directed to interaction with teams/committees they may have interest in. Generally, that is to Social Justice, but recently has included Building and Grounds, Library and Child Care.

Membership has had success in working with a few groups to help integrate new people. Specifically, Small Group Ministries has been very proactive in this practice. Additionally, we continue to emphasize that visitors are welcome to participate in many of the activities and events at USNH, and we are thrilled to see the 'open to all', 'all are welcome' type features in many of the announcements and events. Throughout the year, we continued to connect visitors and new members with specific groups, mostly in social justice.

A new program has been suggested and is being implemented with the Management Team, Small Group Ministry, and Membership to set up a series of three small group classes over the summer, one each on the first Tuesday of June, July and August. The classes would be offered first to new or newish members to get them acquainted with the small group concept and hopefully introduce them to more members of the congregation until we can all meet in person again.

In summary, the Membership Team has enjoyed as productive a year as possible considering the pandemic related circumstances. We fine-tuned some activities and initiated new events which are helping to integrate and connect new members into the USNH wider community. We are increasingly aware that visitors are coming to USNH for a variety of reasons, ranging from a need to act on social justice issues to finding a spiritual home.

Submitted by Kathy Haskins, May 17, 2021

Music Committee

Music Directors: Jeff Douma and Erika Schroth

Associate Music Director: William Braun

Committee Chair: Jackie Trimble Shapiro

Committee Members: Toby Appel, Carol Holloman, Ann Levison, Sylvia Lipnick, Linda Mehta, Linda Pawelek, Jane and Richard Platt

We've had a resourceful year of creating music for services during a pandemic with our Co-Directors of Music Jeff Douma and Erika Schroth. They met with the Adult Choir on Zoom on many Thursdays to stay connected and to learn new music. This Spring we have happily resumed parking lot singing at least 8' apart with masks on. We've also created virtual choir pieces which have been included in Sunday Services.

Jeff, Erika and their children Fi and Will sang hymns on video for many Sundays in various combinations of voices and instruments. Lyrics are on the screen and we all have the chance to sing along.

Erika continues as our wonderful Youth choir Director. The choir has had several videos included in services.

Bill Braun continues as our Associate Music Director. Bill records solo piano music that complements the theme of each service, and since the start of online services in March of 2020 he has found and recorded guest musicians, both from inside the congregation and from the community, to augment each service. In March 2020 through the financial support of John Marsh he began bringing musicians from the New Haven Symphony into the recorded services.

USNH Website Update

Jeff, Erika and Bill are gathering music videos and a photo of the Children's Choir for addition to the Music section of the USNH website. We would like the performers at Sundays at 4:00 concerts to be listed as "professional chamber musicians" rather than "local musicians." We like the photo of the Adult Choir and the blurb that is currently being used.

Respectfully submitted,
Jackie Trimble Shapiro

Nominating Committee

Robb Camm, Chair; Carol Anastasio, Maggie Goodwin, Jim Peters, Becky Sandmann, and Becky Friedkin (Board of Trustees representative)

The Committee was fortunate to secure Larry Copes to stand for Treasurer at the fall Congregational Meeting, completing the term vacated by Michele DeMusis. We are very grateful to Larry for assuming this role. Christina Allen also resigned from the Board in the fall. The Board asked us not to fill her position as it would be proposing an experiment with a smaller Board at the fall Congregational Meeting.

The Committee met regularly beginning in March, when Lurline deVos resigned from the Committee. The Committee did the following, in order to communicate widely and inclusively with USNH members:

- contacted numerous USNH members about elected leadership, focusing on developing possible candidates for future years as well as current needs;
- revised the Nomination Form, which we asked all candidates to complete;
- sent an e-blast to members in March, describing the elected leadership positions and inviting interest; and
- included several announcements focusing on the ministry of elected leadership in the USNH newsletter.

We were unable to secure a candidate for the Endowment & Legacies Committee and hope that a candidate can be identified by fall. The remaining slate of candidates was completed by early May. We are appreciative of the candidates' excitement about serving in elected leadership and look forward to their contributions to congregational life in the coming years.

The Committee plans to work with Board leadership and Rev. Lindasusan this fall to develop a new Committee charge.

The slate presented to the Congregation is as follows. Asterisks and blue text indicate identified candidates. Incumbents remaining on the Board and Committees are also shown.

Name	Position	Term	Notes
Board of Trustees			
*Emily McCave	President	2021-2022	
*Joannie Messner	Vice President	2021-2022	
*Aimee Cotton Bogush	Clerk	2021-2023	
Larry Copes	Treasurer	2020-2022	Incumbent
Nancy Apfel	Past President	2021-2022	<i>ex officio</i>
*Sue Trotta-Smith	At-Large Trustee	2021-2024	
*Becky Reeve	At-Large Trustee	2021-2023	(filling vacated term)
Rich Stockton	At-Large Trustee	2020-2022	Incumbent
Tina Santoni	At-Large Trustee	2020-2023	Incumbent
Bernice Marie-Daly	At-Large Trustee	2019-2022	Incumbent
Nominating Committee			
*Gretchen Frazier	Nominating	2021-2024	
*Dan Gelperin	Nominating	2021-2024	
Robb Camm	Nominating	2020-2023	Incumbent
Maggie Goodwin	Nominating	2020-2023	Incumbent
*Becky Sandmann	Nominating	2021-2022	(filling vacated term)
Carol Anastasio	Nominating	2019-2022	Incumbent
BOT Representative – TBD	Nominating	2021-2022	Board will select

Endowment And Legacies Committee

Vacancy	E&L	2021-2024	
Michael Clorite (2nd term)	E&L	2020-2023	Incumbent
Vicki Seitz (2nd term)	E&L	2020-2023	Incumbent
Van Selden	E&L	2020-2023	Incumbent
Greg Seaman (2nd term)	E&L	2019-2022	Incumbent
Fred Morrison	E&L	2019-2022	Incumbent

Pastoral Care Team

This year the Pastoral Care team:

Provided meals to those congregants who were in need and requested assistance

Made limited home visits during Covid lockdown when requested by a congregant

Made phone calls to provide ongoing emotional support during the continued Covid lockdown

Wrote cards to congregants who requested needed support

Created a Zoom Support Series, *How Is It With Your Soul*, open to all congregants

1. Presidential election - Nov 2020
2. Thanksgiving holiday - Nov 2020
3. "Blue Christmas" - Dec 2020
4. New Year's holiday - Jan 2021
5. Welcome Spring - Apr 2021

Created "A Friend in the Winter Time", a program open to all which paired congregants with those who wanted ongoing connection

Provided video support to the Pastoral Care team members who recorded Joys and Sorrows

Provided workshop training to the Pastoral Care team members through the Alzheimer's Outreach Program, Yale University, focusing on brain health and signs and stages of dementia

Attended all day training provided by the UUA for Pastoral Care members, focusing on issues related to pastoral care and compassion

As of June 30, 2021 Jenn Kapranov, Pat Grigg, Susan Meredith, and Sarah Whitson will be stepping down from Pastoral Care. Carol Stockton has resigned from Pastoral Care, effective immediately.

Reverend Lindasusan has initiated a new format for the future of Pastoral Care which she will be overseeing.

Submitted by Sarah Whitson and Jenn Kapranov

May 17, 2021

Personnel Committee

- This year the Personnel Committee checked in with employees on a regular basis.
- We monitored progress and communicated with the UUA to resolve a dental coverage issue for an employee spouse. Jamie was most helpful in its resolution.
- We submitted three recommendations, which have been included in the proposed budget for 2021-2022:
 1. Keep staffing at the current size;
 2. Add a cost of living (COLA) increase of 1.2% for all employees based on the UUA's recommendation and local inflation;
 3. increase the salary of DLRE Jesse Greist, reflecting the UUA recommendation for his new job category after completing his credentialing.

Jean Rosenthal and Carol Stockton

Small Group Ministry

SGM Groups will meet through the end of June. Two groups will informally continue to meet during the summer.

Summer Planning: Our committee will continue to meet in the summer to plan for the Fall groups. There is a possibility of one or two new SGM topics for the fall. At this time, each group will decide if they want to continue on ZOOM or in person in the fall. We expect there will be groups offered both on ZOOM and in person.

We are pleased to be working with the Membership Committee to offer A Tasting of Small Group Ministry this summer, which will meet on the first Tuesday of June, July and August. All are welcome but priority will be given to newer members and newcomers.

Social Justice Council

With the outbreak of COVID19 and the shut downs including our congregational building in the middle of 2020 Abraham's tent, the Social Justice Council faced a huge challenge: needs increased just as our opportunities to serve appeared to have decreased. More people than ever faced food scarcity, folks receiving food stamps couldn't use them for sanitizing products, low-income people needed masks, homeless people needed masks, and playing cards, and books to occupy their time of isolation. As Susan Frederick Grey has said this was "no time for a casual faith!" We confronted COVID by developing a drive-thru contribution program in order to support those most impacted and intensified our advocacy efforts which we could do virtually.

Social Justice efforts in 2020-21 built on the solid foundation of the drive-thru program we created from late March through June of 2020. Beginning with a few frightened, but committed adults and adolescents standing in a cold, damp parking lot waiting to unload bags

of food from car trunks, the drive-thrus have grown to include not only collecting for the food bank, but also accepting contributions of Stop and Shop cards and cash for Waverly, accepting donations of diapers and menstrual products, and the distributing Reclaim our Vote materials for the UU the Vote initiative. Folks also have bought their own grocery cards, paid pledges, and seen one another at the events.

During the drive thru events, our USNH community has been outstandingly generous in their financial commitment to justice work. Over \$22,000 has been contributed throughout the year as well as countless cans and boxes of food, menstrual products and baby diapers.

Columbus House	\$4,250
Waverly fund	\$.4,265
Waverly S&S food cards	\$1,600
Food Insecurity	\$1,905
Diaper Drive	\$275
Support Our Sisters	\$330

In kind and cash donations to UU the Vote over \$9,000

In addition, the congregation helped CONECT raise \$2,050 toward our fundraising commitment of \$2,500.

How we have used your support to work for justice during the pandemic

The Kids' Service Team (KST):

Since most KST activities are hands on and focused on community building, COVID hit the group particularly hard. The Kids' Service Team typically collaborates with the other Task Forces. The primary activity this year was supporting the Foodbank by helping at drive-thrus and most notably by the Reverse Advent calendars which resulted in the collection of 4 carloads of food. We are looking forward to the coming year and resuming more hands-on events. We are also discussing a teen branch of the service team that will address social justice issues from a position of advocacy.

~ Lurline deVos

Many USNH Social Justice Task forces are focused on Respecting Diversity:

Anti-Racism Task Force

All are invited and welcomed to our 1st Tuesday of the month 7pm ART meetings. Our task force has adopted the 8th Principle, but we have ongoing discussions on this subject. We also have focused on the UUA initiative [*Widening the Circle of Concern*](#).

We have added new members this year and now total 31 on our mailing list. We continue our focus of previous years on collaborating with the anti-racism efforts of other task forces, committees, and initiatives at USNH.

We have decided to purposefully include the anti-racism issues of Asian people and Indigenous People.

We support the initiatives of CONECT and USNH's commitment to financial and volunteer support.

We produced two ART Sunday Zoom Services (One in August and one in March). The theme of the services was identifying, understanding, and learning about "White Centeredness".

Our newest initiative is the ART Book Share. The first book we have purchased to be shared with USNH families is titled *Not My Idea*. We received no budget this year, but are hoping there is money in the SJC reserved budget to cover these purchases.

~ Sharon McBlain

Immigration and Refugee Task Force

Linking with the USNH congregation:

- Regular monthly meetings (first Monday at 7:00 p.m.) on Zoom since September 2020.
- Participated in Social Justice Network meeting, Sept. 21, 2020.
- Our Faith in Action presentation, April 4.

Publicize to the congregation and the IRTF mailing list (70+ members of the congregation) opportunities to support immigrant-led organizations and the immigrant community, e.g. contact legislators, submit testimony about state financial assistance and health care for undocumented; participate in phone banking regarding CONECT's issues (REL data, Clean Slate, election law reform); contribute for diaper banks; volunteer for Junta diaper distribution; volunteer for Vaccinate Fair Haven campaign).

Direct practical support to immigrants and refugees:

- Three IRTF members delivered diapers to clients of Junta for Progressive Action (immigrant advocacy organization in Fair Haven), biweekly, from April through October.
- Diaper donation to Junta and Hamden Community Services, March 2021; more than 2,600 diapers shared between the two organizations.
- Support Vaccinate Fair Haven campaign by door-to-door canvassing.

Education and cultural events:

- Three IRTF members conduct two Zoom ESOL classes each week for Spanish speakers, May 2020-present.
- Co-sponsor intergenerational book discussion (April 11) with CYRE and IRIS, on Welcome to America.
- Information sharing at monthly meetings about events, books, movies, tv programs relevant to immigration and refugee issues. Maintain and circulate list of "Suggestions for Things to Read and Watch."
- Discussion of [*Widening the Circle of Concern*](#), proposed [8th Principle](#) at Feb. 1 meeting.

~ Nancy Brown

LGBTIQ+/Welcoming Congregation Task Force

We had completed the documentation and work requirements for becoming a UUA recertified **Welcoming Congregation** and got our Welcoming congregation Certificate from the UUA in the Spring of 2020. We were not able to have the service or outside speakers in person to acknowledge this success, but we did present it at the June Gay pride and LBGTQ+ Zoom service and acknowledge the congregation's participation in the process.

During the fall of 2020, the LBGTQ+ task force did monthly LBGTQ+ welcome groups monthly on Sundays, and monthly LBGTQ+ task force meetings. We talked about pronouns, we had a book club, we viewed videos and we offered "'ally is a verb" workshop with True Colors (conference was canceled) and we continued UUA Transforming Hearts discussions. We had many meaningful discussions and conversations on LBGTQ+ welcoming in 2020-21. Task force members attended General Assembly and joined with other LBGTQ+ UUs.

In the fall we welcomed our new minister and looked toward creating radical welcoming with ART and the [8th principal](#) discussions. We decided to meet only monthly and to mainly put our energy into focusing on intersectionality issues and moving USNH community to radical welcoming of all. We continued to lift up the challenges and contributions of the LBGTQ+ population as well as recognizing LBGTQ+ days of recognition.

Finishing this congregation year, we will participate in a USNH Gay pride and LBGTQ+ welcoming service and publicize and attend community events of New Haven Pride Center and the LBGTQ+ Network and to continue to collaborate with LBGTQ+ UUA. We did 4 book discussions during the 2020-21 congregation year focused on the intersectionality of Welcoming. We will continue to work with New Haven Pride Center and they will receive our yearly donation of \$250 for their Teen mentoring program. We hope to find new ways to work with them and the LBGTQ+ network in this coming year. We will need to make a similar contribution in the next budget year.

~ Maggie Goodwin

Mental Health Awareness Task Force

The Mental Health Awareness Task Force took a low profile this past year, due to Covid. Although membership dropped (some members are not comfortable with Zoom), we have been faithfully meeting once a month virtually.

Last year, through the spring and winter, we provided Sunday Support Group to all members of USNH and non- members. Due to low participation, we discontinued the group a few months ago. Graziela Reis, honorary co-chair, was instrumental in facilitating the support group, as well as **TIPS** (valuable information on COVID and self-care submitted in our newsletter on a weekly basis for several months).

Our Annual Symposium was provided virtually last fall with three dynamic speakers, as well as the Sarau talent show). Although attendance was low, we felt both events were a success. Graziela Reis was instrumental in organizing both events with the assistance of our members.

We are planning to continue to offer NAMI events, as well as our peer support group, twice a month, Hope's Nest every other month, or quarterly, based on attendance virtually, until USNH resumes normal activities. We are also planning our Annual Symposium for the fall, as well as The Sarau.

~ Karen Swanson

Women Empowered Task Force

WE did a *Save Our Sisters* drive for menstrual supplies at the February drive through and raised over \$400 worth of gift cards and supplies, which were split between Waverly and the Keefe Center.

WE provided information and requested action and support (letters) on:

- Abortion Law Expert Mary Ziegler Joined Mother Jones' Becca Andrews presented in a Livestream in January in a livestream about Ziegler's new book, *Abortion and the Law in America: Roe v. Wade to the Present*. Long before the Capitol attack brought into wider view the far right's assault on fundamental freedom and democracy, another siege on statehouses had been gathering—an attack on reproductive rights. Legislatures across the country have eroded abortion access with chilling consequences, particularly in the South, where *Mother Jones'* Becca Andrews has been reporting extensively on the immediate impact and broader historical implications.
- Equal Rights Amendment update and need for action now.
- Discussion of next steps on voting issues and concerns (State and Federal legislation.)

~ Pam Miller

Other groups confronting the impact of COVID on individuals and communities who are economically vulnerable.

HEART and Columbus House

To prevent a Covid outbreak, the Columbus House homeless were moved from the main shelter to area hotels with daily meal delivery. Today, most meals are still prepared at the main shelter by staff and some are provided by restaurants and congregations with commercial kitchens. This radical change in their operation meant financial support was the best and only option for us to support the homeless. Initially, we encouraged USNH members to donate directly to Columbus House. However, we launched a more effective collective effort with the establishment of the Columbus House Dinner Fund and announcement of our commitment to raise \$500 or more monthly. As of this writing, thanks to our generous USNH donors, we have provided over \$2,600 to feed the homeless served by Columbus House.

Food Bank Task Force

We are doing pretty well, and generally have no budget needs. Thanks to Lurline and the Social Justice Council, we have been able to maintain monthly deliveries to the Hamden Food Bank at Keefe Center, doing the drive-throughs.

We have been averaging 35 bags of food and \$500 in gift cards monthly so far in 2021. In 2020 we delivered 636 bags of food and \$2,950 in grocery cards.

The USNH Food Bank Action Group

Margaret Ariori, Elizabeth Appel, Pat Perkins, Theresa Childs, Bill Rice, Peggy Rae

Healthcare Reform Task Force

The Healthcare Reform action group has been following and sharing action alerts on CT bills to improve healthcare for all, but especially for the underserved, e.g. Public Option; Husky for all; REL health data (a CONECT priority). We especially welcome the inclusion in SB 1 of a policy that recognizes racism as a public health crisis in Connecticut and establishes a Commission to develop legislative proposals to address disparities. We have reached out to chairs of Anti-Racism and Mental Health committees to discuss collaborating on common advocacy interests.

~ Pat Trotta and Steve Jennings

Waverly/USNH Partnership

Tynicha Drummonds has, competently and creatively led us through a year of changes and challenges. The Housing Authority of New Haven privatized the management of the Waverly Townhouses and all the units were renovated. The 2-bedroom housing unit that had for 25 years been designated the *Waverly Community Center* was reclaimed as a rental. So, for now, the *Waverly Youth Program* is like a congregation without a building or indoor place to meet.

Then COVID hit. So, plans for locating an indoor space and the regular Wednesday meetings have been on hold. Tynicha and the USNH Volunteers continue to meet each Wednesday via Zoom to stay connected and to support supervised outdoor activities for the children. In the fall, USNH folks donated school supplies and backpacks which were safely disturbed to the children along with appropriate refreshments. The traditional holiday party with Santa and gifts that has always been at USNH was held in the Waverly Courtyard in December. In April, the Courtyard was filled with a perfectly organized and very well-attended and exciting Easter Egg Hunt. Tynicha and other community leaders have made "Community Organizing" a goal. The Stop and Shop cards and also Laundromat cards that USNH members have donated have been very important in this effort.

Under the leadership of Wendy Mcleod plans are being made to establish a Non-Profit to support the programming and work of Tynicha and assure the continuation. The chosen name of the non-profit will be SEW (Securing the Essentials of Waverly). The USNH Board has been working with us in this effort.

Plans are being made for the summer programming and reading. Weather permitting, we will be meeting outdoors. We do not know how we will cover the stipend for Tynicha, craft supplies and refreshments without the loving and generous support of our beloved Miss June.

~ Sharon McBlain

Many of this year's task force efforts have been coordinating with other groups in the community.

Environmental Justice/Green Sanctuary Task Force

We hosted the social hall food at USNH in March of 2020 and presented our new plastic reusable cups and compost bin plan and then the pandemic came. We didn't do the recycle reuse reduce tag sale or Earth Day discussions, but we did do our Green Sanctuary summer service. We Zoomed and tried to inform USNH about social distanced green events, workshops, demonstrations, actions and then still wrote letters, testified, and advocated for legislation to finish the congregation year in 2020. Representatives of GSEJ participated in UU General Assembly with other UUA "Greens". Members worked on UU the Vote and other election issues through the January elections in Georgia. We could not find a way to have a safe Holiday regifting, reuse, recycle, reduce sale or Waverly/USNH kids holiday shopping day. We missed the community building and the opportunity to reuse recycle and reduce and educate that these events have provided during the holidays. We did what we could in a social distancing way to contribute to the Waverly holiday celebrations.

In 2021 we continued our collaboration with IREJN, C3M, Save the Sound, Hamden Land Trust and CONECT Asthma team as well as the UUA. We particularly focused on awareness of racial inequities and climate change and championed in words and deeds any progress to a "Green New Deal" in CT or nationally. We presented a workshop on Zoom so USNH members and friends could look at each of our carbon foot prints in 2021. We are actively involved in coordinating legislative advocacy in the 2021 legislative session and working to get participation in Our coalitions and partner organizations events.

During the 2021 congregation year we also keep meeting and talking and have worked with other USNH task forces and committees on the greening of USNH and working to continue to move toward being a UU Green Sanctuary. We outlined areas we might make progress on and more long-term goals to discuss with the congregation. We use the newsletter and the SJ action alert email to keep USNH members informed of community and state and national opportunities to support an equitable and effective response to climate change. GSEJ was also collaborating with others at USNH to explore the "greening" of the USNH property in coordination with Building and Grounds, and with the Management Team and others to explore approval processes for the planting of a green memorial. In the process of clarifying the ways USNH has been used as a site of memorializing members, GSEJ may develop some proposals for memorials that are also ways to help the planet.

Finally, we meet each month to support each other, share information, and discuss how we can help formulate a positive approach to the climate crisis individually, in our homes, in our faith community, our larger local community, Connecticut, the US and the world. We enjoy each other's company and sharing ideas.

Budget-wise we contributed to Save the Sound, Hamden Land Trust and C3M and IREJN as our only budget expenditures this congregation for a total of \$350. We did not have any in-person expenditures for workshops or events because of COVID. I expect we would contribute to these same coalitions and groups that we work closely with in the past in this coming year as well.

~ Maggie Goodwin

Preventing Gun Violence Task Force

Four USNH's task forces: Preventing Gun Violence, Women Empowered, Anti-Racism and Immigration, had worked together in the fall of 2019 and into early March 2020 to plan, organize and deliver a forum in April on *When the Abuser has a Gun* - a discussion on domestic partner violence. Speakers were recruited, publicity readied, logistics organized and then in the third week in March, we cancelled it due to the outbreak of COVID-19. It was a bit disheartening given the amount of work dedicated to it but we recognized that our priorities needed to be directed to the health and safety of the congregation, our families and the larger community. We hope to resurrect it in the fall of 2021.

Given the full force and threatening danger of COVID-19, we suspended monthly meetings until the fall of 2020 and early 2021, but individually and as a task force we continued social justice work.

Prior to the elections, many of our Task Force members were strongly involved in both state and national election activities and advocacy. In lieu of several meetings during that time, the decision was to focus on political activism. The PGV Task Force, as a partner with Connecticut Against Gun Violence (CAGV), has supported CAGV's new proposed legislation to directly address community/urban gun violence through creating a board comprised of advocacy organizations, clergy, community leaders and others that would fund evidenced-based gun violence prevention programs (H.B. 6043 and H.B. 6044). Members are conducting outreach to Governor Lamont and legislators urging their sponsorship and support.

Preventing Gun Violence members have been advocating for the enhanced Extreme Risk Protection Order legislation by writing letters, emailing, calling and personally contacting their legislators to urge passage of the bill.

National legislation sponsored by Senators Murphy and Blumenthal to expand background checks and bans on assault weapons has also resulted in advocacy by our members and we anticipate continuing action, given the recent actions proposed by President Biden.

Aligning with CONECT and the Gun safety initiative of Do Not Stand Idly By (DNSIB), several of our task force members were also members of DNSIB and participated in meetings with municipal and police department representatives in Hamden, Bridgeport and New Haven to help expand the National Gun Safety Consortium. Additionally, one of our co-chairpersons serves on the national Consortium Support Team.

In discussions with the Anti-Racism Team and Waverly, our task force proposed sponsoring a YouTube viewing of and follow up discussion with Rev. Odell Montgomery Cooper's play *Interruptions* - a forceful, poignant and dramatic look at the impact of gun violence on a family and a community. In subsequent discussions with DNSIB, CONECT chose to adopt and enhance the viewing and follow-up discussion. Over 100 people - from CONECT and USNH - were involved.

~ Sally Connolly

CONNECT

This has been a busy year for CONNECT despite the pandemic. Core team members participated in a summer program sharing information about the various faiths in CONNECT, organizing for the election, discussions of school in the time of COVID. During the fall, CONNECT organizers began focusing again on the Clean Slate initiative which was originally proposed in 2019 and was up for discussion when the legislature shut down due to COVID. During the fall, the pandemic led to extensive discussions of healthcare inequities. In October CONNECT held a forum on the police accountability legislation, why it matters, and how to press for its fair implementation.

USNH participated in the December delegate assembly to plan for the January public assembly. Approximately 100 USNH members attended a virtual public CONNECT assembly of almost 1,000 people on January 12, 2021, where a number of the 25 legislators who were attending were asked to support both Clean Slate and proposed legislation to address healthcare inequities.

The discussion of the healthcare inequities led the support of REL legislation which is now incorporated in SB1. This legislation would uniformly collect data on Race, Ethnicity and Language across treatment facilities and providers to facilitate developing approaches to resolving healthcare inequities.

As the push for Clean Slate legislation continues, CONNECT will be holding a press conference on the steps of the capital in Hartford.

As noted by the individual task forces, CONNECT has also provided opportunities for Preventing Gun Violence, the Environmental task force, anti-racism, and healthcare, to work with members of other faiths on advocacy efforts on a statewide level.

In process is a summer organizing school for youth entering grades 8-12 this fall.

~ Lurline deVos

Congregants have also participated in denominational social justice initiatives:

UU@UN

In 2020-2021 the USNH UU at the United Nations Envoy team accomplished the following:

Kept congregation members informed about UN activities with weekly newsletter items throughout the fall of 2020

Had 2 members - 1 young adult and 1 adult - attend the [UU@UN](#) Intergenerational Spring Seminar in April 2021 on the theme of "All In For Climate Justice: Food Equity and Sustainability"

1 member of the USNH [UU@UN](#) Envoy Team is now the Chairperson of the [UU@UN](#) Advisory Board - increasing our congregation's involvement in and responsibility for UU activity at the United Nations.

1 member of the USNH [UU@UN](#) Envoy Team is also participating in the UUA's GROW program to develop leadership skills in emerging adults.

Paid our congregations dues to help support the UU Office at the United Nations.

~ PJ Deak

UUSC

This year, due to COVID, social distancing and general low interest in the UUSC on the part of USNH, the only thing our UUSC representative has accomplished has been to pay our congregation's annual dues to UUSC so that the larger organization can continue its good work on the global stage.

~ PJ Deak

UU the Vote

Beginning in late May of 2020, the UU the Vote initiative became a focus of much of our Social Justice work and the cornerstone of the drive-thru program.

In January 2020, USNH had organized a UU the Vote team following the viewing of the movie *Rigged* and the UUA's launch party, but the group's plans were disrupted by the pandemic. In May 2020, one of the members discovered the work of *Reclaim Our Vote*, that was fighting voter suppression in southern states. An initial postcard offering was made at the May drive-thru. Congregational response was very positive and more events were planned. Soon one organizer was connecting with 4th Universalist in Manhattan to get names of folks needing voter support, while the other furiously bundled cards.

During the summer, four members of the original Action group attended UU the Vote organizing school, joining with UUs from all over the country to learn the skills needed to support our democracy and fight the inherent racism in voter suppression. At this point, one of the organizers continues working with other UU the Vote participants in the Beloved Conversations virtual spring program.

Ultimately, over 100 members of this congregation and friends responded to the call of justice by writing over 32,000 cards to voters whose right to vote was in jeopardy. The work was in part supported by a \$500 grant from the UU Funding and money from Social Justice reserves. We also used money from the Social Justice allocation of the 2020-21 operating budget. But volunteer contributions ultimately made this possible with over \$9,000 donated in cash and stamps from the very enthusiastic writers. Our most recent effort was this April, writing cards to support voters in the Virginia gubernatorial election.

But our work on UU the Vote is about so much more than the number of cards we sent out.

UU the Vote created a space where we could live our values aloud and not alone, even at the height of the pandemic. Writing the cards gave folks **hope and a sense of empowerment** in the face of the pandemic. Writers picking up their card packets often expressed their gratitude that there was something they could do to make a difference during challenging times and see one another at a safe distance. Participants have had the privilege of meeting congregants we hadn't met before and introducing them to one another. We have had a chance to meet and chat briefly with new members strengthening their sense of belonging to the congregation.

Our work with UU the Vote also provided opportunities to reach out beyond our congregation to new friends in the denomination. Whatever lies ahead for our democracy, we know that we and our friends in UU the Vote will not be alone and that we will be prepared to take on the challenges our nation may face.

~ Lurline deVos

Having weathered the pandemic, the Social Justice Ministry continues, ready and resilient, to continue the work of justice in 2021-2022.

The Social Justice Council: Lurline deVos, Maggie Goodwin, Pamela Miller, Becky Sandmann, Van Selden, Gayle Walter, and Tisa Wenger

Stewardship Committee

Introduction: This has been an incredibly challenging year for so many members of USNH. The Stewardship Committee has played an important role in reaching out to members and fostering personal connections, even as we could not gather. The Committee continued to build on the work started in 2019 with Liz Coit, the consultant from the *Stewardship for Us* team. As a result, this year's Stewardship Committee endeavored to broaden and deepen its goals and functions, while retaining effective program components from previous pledge drives as we adjusted to our new reality.

As of May 16, pledges totaling \$453,260 have been received and we have heard from 92% of USNH members. While this leaves us almost \$37,000 short of our goal, we also want to acknowledge that raising more than \$450,000 in the midst of a pandemic and during this time of transition, when we have not been able to gather in the sanctuary for over a year, is a real achievement and testament to the commitment of our members.

Program Components for the 2019-20 Pledge Drive

1. **Committee Process:** The team (listed below) began meeting in September, initially meeting monthly and then moving to weekly meetings in February as we prepared for the launch of the campaign. Consensus decision-making prevailed and equal distribution of tasks was a constant goal.
2. **Preparation:** Much work had been done over the past two years to update and confirm the accuracy of our USNH membership lists, so the committee felt as though we were starting from a good place. Consultation occurred with the USNH Finance Team and Management Team, and included the development of a "mission-based budget" to represent visually how the budget is used at USNH. A target financial goal of \$490,000 for the Pledge Drive total was developed in consultation with the Management Team.
3. **Theme:** *LOVED – Living Our Values Every Day* was chosen as a symbolic theme, high-quality graphics and logos were designed, and the emphasis on 100% participation was continued from last year.

4. **Going Green:** Prior to Kick-Off, Stewardship announced that that this year’s campaign was *Going Green*. All pledge information was distributed electronically, although paper forms were available upon request, and a small number were mailed via USPS to members without easy email access.
5. **Mission-Based Budget:** Becky Friedkin and Jerry Clupper, along with Kathy Garner from the Finance Committee and Rev. Lindasusan worked to develop a mission-based budget, illustrating how our budget funds our mission and our work in the world.
6. **USNH Leadership Early Pledging:** Outreach to leadership, including all members of the Board, Management Team, Finance, Endowment, and Stewardship Committees and chairs of other committees and task forces, encouraged early pledging, before congregation-wide kick-off on March 21. During that service, Rev. Lindasusan announced that we had already raised more than \$200,000 from more than 50 households. Outreach to committee chairs, to broaden the pledge appeal and distribute stewardship responsibilities more broadly, was also made at the Council of Chairs meeting in February.
7. **All In:** There was a consistent focus on accessibility to all, regardless of financial circumstances, by highlighting easy waivers (simply check the box) for those unable to make a financial commitment at this time, without need for permission or consultation with the minister, and on the fact that there is no minimum pledge required for membership. We sought to include this information in every communication with the congregation.
8. **Website:** The website was updated, including a significant change to the layout and information available, including the pdf pledge form and online pledge form. Leigh Powers provided valuable technical expertise in the website updates, and we are most grateful for her skills and time!
9. **Materials:** The following were updated or created: the leadership appeal letter, general appeal letter, FAQs, mission-based budget graphic, pledge form acknowledgement letters, email reminder, and reminder “script” for follow-up phone calls.
10. **Events:**
 - March 21: Formal kick-off, pledge materials accessible to all
 - March – May: Testimonials from members, written for the newsletter (including comments from online pledge form submissions) and recorded for two services a month.
 - Presentations in October and May to those considering USNH membership, regarding Stewardship at USNH
11. **Communication:** Weekly announcements reflecting the progress of the campaign were included in the header of the newsletter and articles focused on stewardship were featured each week. Stewardship was mentioned during the service on most Sundays; Becky Friedkin connected weekly with Jamie Ross as she processed paper pledge forms.

12. Individual outreach: Beginning in late March, Committee members contacted, via email and phone, all who had not yet pledged. A second (and third) round of follow up calls/notes followed. Finally, we sent personal notes focusing on an invitation to join with others in the congregation in celebrating our Pledge Drive, along with pledge forms, to approximately 30 pledge units which had not submitted pledge forms by the end of April. A final email, from Rev. Lindasusan and with a pastoral focus, was sent to the remaining members who had not submitted a pledge form in early May.

Moving forward:

1. Cindy Chelcun and Laura Patey met with Rev. Lindasusan to discuss recruiting new members for the 2021 – 2022 committee. The plan is to begin this process in August.
2. Launch of Stewardship Ambassador Program to deepen the infrastructure of stewardship at USNH, provide educational opportunities for all members, and to emphasize our collective responsibility for stewardship as we broaden the message of gratitude for all gifts of time, talent and treasure.
3. The Stewardship Committee reduced our budget for the next year to \$900 (a 10% reduction) to account for the savings on postage.

Respectfully submitted: Cindy Chelcun and Laura Patey, Co-Chairs, Committee Members: Al Bosch, Jerry Clupper, Sally Connolly, Becky Friedkin, Ethan Loewi, and Rev. Lindasusan (Management Team representative)

Sunday Morning Team

During the Saturday Drive Through events in the parking lot we were able to do a number of successful activities, including a Cookie Swap and Soup Lunches (people brought soup to share on Saturday and on Sunday after service we ate together via Zoom). It was a fun and tasty event. Our first ever **outside** Chocolate Auction was held on Saturday, May 15th and raised \$1,661 for the operating budget.

The Sunday Morning Team is looking at other ways we can keep the community together over the summer. Please look out in the newsletter for upcoming events.

Becky Sandmann, chair

Additional Members: Dee Arneth, Theresa Childs, Sally Connolly, Michele DeMuis, Mary Donohue, Greg Feeley, Kathy Lindbeck, Pam Niles, Barbara Orrock, Laura Patey, Karen Swanson, and Ray Zalenski

Worship Committee

Jim Peters and David Jones (co-chairs), Rev. Lindasusan, Lisa Anderson, Aimee Cotton Bogush, Jeannette Faber, Jenn Kapranov, Rich Stockton.

Since the last WC annual report, worship at USNH has continued to be produced remotely. Services have been available to members at 10:30 each Sunday via Zoom, with breakout small

groups provided after the services' conclusion. In addition, the services have been uploaded to the USNH Chalice Connections channel on YouTube, where they can be watched at any time.

The Committee is pleased to report that despite the pandemic, there has been a service provided every Sunday, without exception, over the past 12 months. As the list below indicates, on a few occasions we have relied on the UUA or on our neighboring UU congregations in Connecticut for services. But the vast majority of services have been produced in-house by our community of paid staff and volunteers -- to whom we express our sincere appreciation. Especially during the transition period following Rev. Marsh's departure and Rev. Lindasusan's arrival, Jesse Greist and Jamie Ross were tremendously helpful to the Committee as we adjusted to the "new normal."

The Committee continues to feel tremendous appreciation for the ongoing work that Robb Camm and Mary Donohue have provided producing most of the weekly services and managing the Zoom session most Sundays. Rich Genzano and Carol Stockton have also provided technical support at times over the last year, and the Committee extends its sincere thanks for their efforts as well.

Last June, Rich Stockton stepped down as Worship Committee Chair, replaced by David Jones and Jim Peters. We thank Rich for his years of service as Committee Chair. In August, the Committee welcomed its newest member, Reverend Lindasusan, as she joined the USNH community and began working in collaboration with the Worship Committee to imagine and implement the weekly services. In January, Aimee Bogush resigned due to outside obligations; Jenn Kapranov did the same in May. We are deeply grateful for their service on the Worship Committee. As a result of their departures, our Committee numbers are smaller than ideal, with six members including Reverend Lindasusan. Recruitment of new Worship Committee members will be a priority in the coming months.

The Committee members have continued to meet monthly, via Zoom, to review past services and to plan for future ones. Considerable attention this year has been paid to problem-solving the intricacies of recording service pieces remotely. We have also had ongoing discussions about how to make online services as representative of our larger USNH community as possible, to try different formats such as the February 21 "My Beloved Community" service which included haiku poems written by over a dozen USNH members. In addition to our monthly WC meeting, the Chairs and assigned Worship Associates regularly attend the weekly Zoom worship planning meetings each Tuesday morning.

This year, the Pastoral Care Committee took over the responsibility for recording the weekly "Joys and Sorrows" segment; this added to the diversity of voices and faces offered to the community during services. The Worship Committee extends its sincere appreciation to Pastoral Care for its willingness to support the worship services in this way. In addition, the "Our Faith in Action" presentations continued, generally on the first and third Sundays of each month. The Committee is grateful to the Social Justice team for helping to coordinate these important messages throughout the church year.

Finally, the Committee would like to thank the music team -- William Braun, Erika Schroth, and Jeff Douma, for their ongoing support of worship at USNH. Their work, and the musicians they recruited to perform during services, added immeasurably to our services. We thank them, the Schroth-Douma family (our very own in-house hymnal singing group), the USNH Choir and the Children's choir for a year of outstanding musical offerings at USNH.

USNH Worship Services June 2020 – May 2021

Date	Worship Leader(s)	Worship Title
June 7, 2020	Adele Gelperin, Tara Humphries	The Margins Hold the Center
June 14	Jesse Greist, YRUU	Resilience, not Re-silence
June 21	Jesse Greist, Worship Comm.	Flower Communion
June 28	UUA	GA Sunday Service
July 5	Pastoral Care Associates	Pastoral Care Reflections
July 12	GA delegates	Rooted, Inspired and Ready
July 19	Claudia Elferdink, Pastoral Care	Keeping Faith in Hard Times
July 26	Tara Humphries	Earthen Vessels
Aug 2	Tara Humphries	Ours to Care For
Aug 9	Covenantal Relations Comm.	How Do We Become a Beloved Community?
Aug 16	Ethan Loewi	Logging Off, Rising Up
Aug 23	Anti-Racism Task Force	Good Trouble/Necessary Trouble
Aug 30	Jim Bond, Joyce Sullivan	Poetry Service
Sept 6	Rev. Lindasusan	Poetry and Resistance
Sept 13	Rev. Lindasusan	Water Communion
Sept 20	Rev. Lindasusan	The Elements of Covenant
Sept 27	Rev. Lindasusan	There's Always a Choice
Oct 4	Rev. Lindasusan	Clearly Connected
Oct 11	UU the Vote	Vote Love, Defeat Hate
Oct 18	Rev. Lindasusan	Thirsty
Oct 25	Rev. Lindasusan	The Breath of our Ancestors
Nov 1	Rev. Lindasusan	The Next Right Thing
Nov 8	Rev. Lindasusan	Gather the Spirit
Nov 15	Rev. Lindasusan	In It Together
Nov 22	Rev. Lindasusan	Recipes
Nov 29	John Pawelek	Galaxies
Dec 6	Rev. Lindasusan	Stillpoint
Dec 13	Rev. Lindasusan	And So We Wait
Dec 20	Rev. Lindasusan	Winter Solstice
Dec 24	Rev. Lindasusan	Christmas Eve

Date	Worship Leader(s)	Worship Title
Dec 27	CT UU Tour: UU Hartford	Kwanzaa Day 2 (Self-Determination)
Jan 3, 2021	Rev. Lindasusan	Dream a New World Into Being
Jan 10	CT UU Tour: UU New London	The Only Solution: A Reflection on Loneliness
Jan 17	Rev. Lindasusan	Beyond Seven Principles
Jan 24	CT UU Tour: UU Manchester	Got a New Normal?
Jan 31	CT UU Tour: UU West Hartford	Imagine What Else We Can Do
Feb 7	Rev. Lindasusan	What is the Beloved Community
Feb 14	Rev. Lindasusan	Love is the Root of Nonviolence
Feb 21	Worship Committee	My Beloved Community
Feb 28	Rev. Lindasusan	My One Wild and Precious Life
March 7	UUA-based	Side with Love
March 14	Rev. Lindasusan	Memorial Service for the Way Things Were (d. 2020)
March 21	Rev. Lindasusan	Living our Values Every Day
March 28	Anti-Racism Task Force	The Past is Present
April 4	Rev. Lindasusan	Our Souls Speak Spring
April 11	Rev. Lindasusan	Becoming Free
April 18	Rev. Lindasusan	All That We Have Been. All That We Will Become
April 25	Jesse Greist	Earth Calls Across Generations
May 2	Rev. Lindasusan	The Man Who Got Too Quiet
May 9	Rev. Lindasusan	Hazel's Quilt
May 16	Rev. Lindasusan	The Woman who Came Unraveled