

Unitarian Society of New Haven
Minutes of the Fall Congregational Meeting
December 12, 2021
11:45 am/Hybrid Zoom and Sanctuary

Due to the Covid-19 pandemic, this was a hybrid meeting, held via Zoom and in the sanctuary

1. President Emily McCave, President called the meeting to order at 11:51 am
2. Rev. Lindasusan V. Ulrich lit the chalice with words by [Rev. Viola Abbitt](#).
3. Bernice Marie-Daly, Co-Chair, Covenantal Relations, read the Congregational Covenant.
4. Clerk Aimee Cotton Bogush confirmed that there were more than the 35 (10% of membership) required for a quorum.

By a show of hands from members present in the sanctuary (65) and a later tabulation of those who placed their names in the Zoom chat (62), there were 127 members present for quorum.

5. Rev. Lindasusan shared ministerial remarks.

Start with a breath. We have done big things this fall. We have been busy - we began services in real time in person and via livestream (received applause) with protocols for safety, revised as needed. We held an installation. We have mourned many - 3 memorials a month since September. We have found creative ways to offer RE for children and 5-11 year olds got vaccines. We created meal trains, provided rides, sent cards, made calls, donated time and goods to set up refugee families, and today we vote on the 8th principle. Activity is not the only way to measure success. We have also engaged in reflection, been transported by beautiful music, sat in silence and stillness, sought insights into our lives, challenged ourselves to be more loving, and made movements toward spiritual maturity. If we feel tired, it is not a surprise. Be gentle during the busyness of the holiday season and perhaps consider slowing down.

6. Emily made a report to the congregation from the Board.

Since spring much has changed. Most have been able to get vaccinated and we could come back together. It is a delight to reconnect and to see Rev. Lindasusan in person. The installation and celebration of USNH's 70th brought joy and hope for the congregation. We have also shared in collective grief at the loss of so many. We embraced technology and are using a livestream/hybrid model for services that furthers reach and increases accessibility. The board extends gratitude to all staff and committees and volunteers who make it possible, including those advancing social justice and doing behind the scenes work as well. A special thank you to BRAGG for helping us remain safe and navigate our return to in-person gathering. The board, including the four new members, is making meaningful contributions. The fall retreat was postponed until winter when we have a new vice president. We continue the experiment of a smaller board size, the treasurer attending quarterly, and the past president serving as consultant. We are setting priorities and working closely with BRAGG. The board appointed an ad hoc committee to study financial roles and responsibilities and to better define the role of the treasurer under policy governance. This committee's work will conclude in the spring. The board supports the work the MELD group is doing to identify how we can build pipelines for leadership. The board continues to be aware of the realities and impact of structural racism. The

8th principle working group provided information to the congregation and the board is excited to put forth the motion to adopt the 8th principle.

7. Aimee explained the voting and discussion procedure for the hybrid meeting:

Only USNH members can vote - members in the sanctuary will vote by a show of hands. Online votes will use the Zoom poll feature - Former Clerk, Becky F. has graciously set those up for us and will launch them at the appropriate times. The polls are set up to allow two people to vote on one device. Even if you are the only person using your device, you MUST answer both questions, or your vote won't be counted. If you are the only member voting on a device, choose "this question does not apply to me" in the second question. For groups with more than two members per device, the additional members may put their votes in the chat. As a hybrid meeting, the voices of the Zoom folks are not able to be heard in the sanctuary - please put your comments and questions in the chat - to facilitate your participation, Sue Trotta-Smith is monitoring that and will share them aloud from the pulpit. The results of the polls are not available immediately; Becky F. will be counting and will report as soon as possible. Majority is the majority of people voting, half plus one, abstentions do not count toward the vote.

8. Emily read the 8th Principle that the board is putting forth for consideration:

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

Jackie Trimble Shapiro moved and Becky Sandmann seconded that the Unitarian Society of New Haven adopt the 8th Principle for our congregation, as an act of our ongoing commitment to dismantling white supremacy and building the beloved community.

Discussion followed. It was suggested that a resolution be put forward instead of adding a principle, that as the 8th Principle it conflicts with Principles 4 and 5 and this is causing suffering for a member of the congregation. A member expressed appreciation for the honesty and expression of a differing opinion and remarked that to her the 8th Principle helps fulfill the other Principles - allowing for engagement in a fuller democratic process and the strengthening of individual freedoms - things inhibited by racism. Discussion continued with members speaking in favor of adopting the 8th Principle. One member noted the 8th Principle originated with Black people and people who have been in oppressed groups, love Unitarian Universalism and its principles, and are members who have felt in some ways unwelcome, not understood, and uncomfortable. This is a way to specifically support these members. It was noted that Unitarian Universalism is a living tradition and changes are part of that. A member urged that adoption of the 8th Principle is not change all by itself and should not be the end of the work. Bob Congdon asked to be on the record that he will support the adoption, but wishes for simpler and more concise language if that can be done on the national level. Sandra Salazar Hernandez delivered remarks via Jesse Greist, stating that the 8th Principle is a scale that helps us measure ourselves as human beings and will help shape the decisions we make, and how we educate ourselves and our children - it is not covered by the other Principles and it is not something that can be negotiated, reshaped, and debated.

With no further discussion, the vote was taken.

The MOTION passed with 128 in favor, 2 opposed, and 1 abstaining.

9. David Stagg, Management Team, updated the congregation on the status of the operating budget.

Last year we received 100% of the amounts pledged. Overall we ended in good shape despite the pandemic, with just over \$32,000 on the books.

This year, looking to fund board priorities and with major health care increases, the stewardship team worked tirelessly. The amount raised is \$30,000 less than last year though. To balance the budget, we will take \$60,000 from gifts and donations, consuming a large part of last year's savings. There is good news for income with rentals doing much better; Jamie's efforts here were acknowledged. On the expenses side, facility costs are low, but snow removal has not hit yet. Committees kept expenses low. With our payments to CONECT and the UUA and a transfer to the capital budget, we are ahead by \$10,000 this quarter. We are planning for next year, and expect all major expenses to increase. We will need to increase pledge income to meet these higher costs. The building needs work that is not yet budgeted.

10. Shirley Dion delivered a report on behalf of Jason Kyle, Building and Grounds, to update the congregation on the status of the capital budget.

We have purchased and obtained live streaming equipment and we're moving toward installing large video displays in the Sanctuary. There has been significant effort in working on and identifying plots in the Memorial Garden and Memorial Slope and building a list. We've updated the WiFi and installed a security camera on the front door that will greatly benefit the safety of Jamie and our other staff. There have been quite a few landscaping projects that have taken place as well as removal of dangerous and potentially dangerous trees and limbs throughout the property. The blinds in the library have been completely replaced and other room's blinds have been improved upon. The men's bathroom leaks have been corrected as well as the room being painted. We've added several more benches to the property for more enjoyable outdoor seating as well as countless other projects. The list is too long to review today. None of this would have been possible without the Capital Budget investments from the last budgets! Thank you for all of your donations!

It's also important to note we have some large capital expenditures in our future as we are still working towards a remedy to the problems of our roof and wall coatings (EIFS Exterior Insulation and Finish System stucco or Dryvit). Please remember, without the physical Sanctuary here at USNH, we would not have a place for our Spiritual Sanctuary. Like a home, there is constant upkeep and maintenance. It takes a team of volunteers and paid professionals to keep this place where it is today and continue to be relevant for years to come with technology investments and structural improvements. Please keep these thoughts in your mind as you enjoy this beautiful and warm environment we have today!

Shirley added that Jason is referring to a plan to mount two screens, the size of the one we have at the meeting today above the doors where the exit signs are. If anyone has strong feelings about that plan please let Jason or Shirley know.

Discussion followed regarding the screens with concerns, questions, and merits raised. The cost of the screens would be covered by donation. It was noted the purpose of the screens is to be able to project materials during the service as appropriate and not necessarily every week. Mindful use of the screens would be made to enhance worship, not replace worship. They would be placed out of the chancel's sacred area. The screens can enhance accessibility for people who are hard of hearing and/or have different learning styles. Rev. Lindasusan added that visuals can be an important onramp for people to engage in service and everyone can be made welcome with the potential use of the screens. Discussion took place about how the decision will be made. Emily M. noted that the question was initially brought to the board which tasked the management team with gathering information and thinking through the challenges and opportunities. The board doesn't approve specific decisions and trusts the management team. David S. added that in order for the management team to be informed in this decision, they need to hear from the congregation. People with concerns are encouraged to speak to the Rev. Lindasusan, the worship committee, the management team and/or the building and grounds committee.

11. Cindy Chelcun, past member of the Stewardship Team read remarks from Becky Friedkin, chair.

The mission based budgeting graphic was shared and explained (attached). The graphic illustrates how our dollars are allocated to activities in support of USNH's mission. Through this work we aspire to live our values; stewardship is not only annual pledges. As Maya Angelou said, "giving liberates the soul of the giver." Email questions to Becky at stewardship@USNH.org.

Sally C. gave an ad for joining the stewardship committee, stating that Becky is an extraordinary chairperson and that all of us are stewards and responsible for each other. She related that her time on stewardship was one of the best experiences she's had in the congregation and resulted in everlasting friendships. She urges people to respond to the call. Rev. Lindasusan added that a turn on stewardship is a great way for people new to USNH to get to know people in the congregation; you do generosity and spirituality - don't be shy. Dan G. agreed it is a fabulous experience.

12. Dan Gelperin, chair of the Nominating Committee, presented David Jones as a candidate to complete the vacant one-year term of Vice President.

Dan explained that Joanie Messner had to step off the Board because of her mom's significant health issues. He provided highlights about David's previous service at USNH (bio attached).

Gwen Severance moved and Linda Barrett seconded to elect David Jones to complete the vacant one-year term of Vice President.

Nominees from the floor or online were requested. In absence of any nominees from floor or online, discussion was opened for comments other than, "David is wonderful and we are

grateful.” Sally noted that David is indeed wonderful and amazing and it is fabulous that he will be staying on the Worship Committee.

The MOTION passed with 101 in favor, 0 opposed, and 2 abstaining.

13. Aimee moved and Sue Trotta-Smith seconded to accept the minutes of the May 23, 2021 Congregational Meeting

The MOTION passed with 100 in favor, 0 opposed, and 3 abstaining.

14. Emily closed the meeting with a reading from Andrea Hawkins-Kamper, [*Be About the Work*](#).

15. Emily moved and Bernice seconded to adjourn the meeting.

The MOTION passed unanimously.

The meeting was adjourned at 12:37 pm.

Respectfully submitted,

Aimee Cotton Bogush, Clerk

Attachments:

FY22 Operating Budget through September 2021 and showing complete FY21 actuals
Mission-based budget graphic
David Jones bio for Vice President nomination

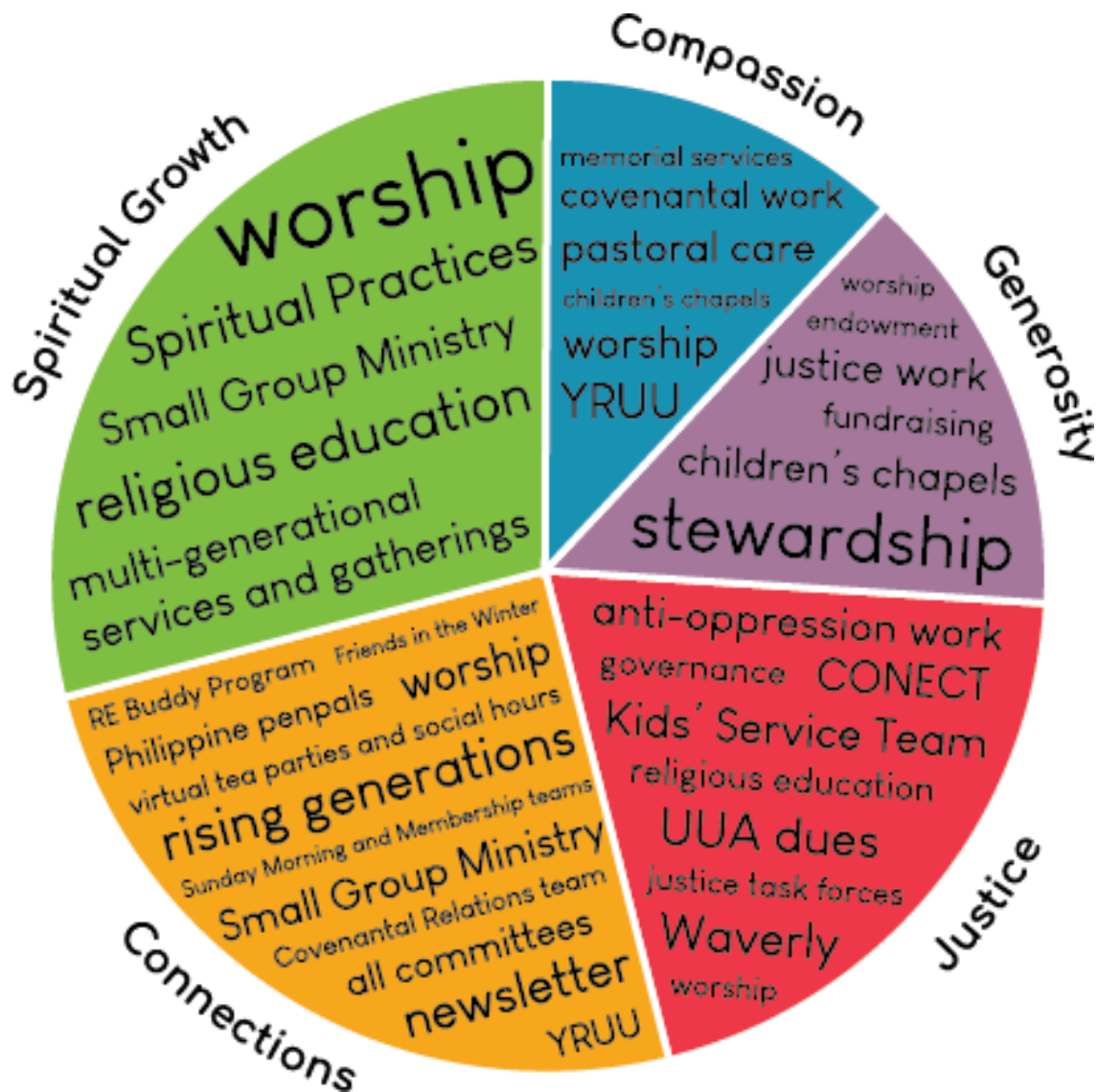
	Operating Budget 2021-22 Version 2.8 Approved updated 11.4.2021	2020-21 Budget	2020-21 Actual	% of Budget	2021-22 Budget	9/31/2021 25% Year	% of Budget	2021-22 Comments	
	INCOME								
1	Pledge Goal	488,000.00			480,000.00			Assume Full Open September 2021	1
2	4000 Pledges	473,360.00	473,546.66	100.04%	446,200.00	119,414.44	26.76%	Assume 97% collected at year end	2
3	4100 Collection Plate	22,000.00	16,309.27	74.13%	16,500.00	4,140.89	25.10%	3/4 of full year income	3
4	4200 Coffee and Flower donations	1,500.00	0.00	0.00%	1,125.00	0.00	0.00%	3/4 of full year income	4
	4300 Rentals								
5	4310 Regular Tenant	48,133.33	57,759.96	120.00%	60,000.00	15,353.33	25.59%	Daycare is increased per lease terms	5
6	4320 Incidental	7,000.00	2,972.50	42.46%	1,280.00	2,154.00	188.28%	incidental is a BIG unknown	6
7	4400 RE Income	500.00	615.00	123.00%	495.00	0.00	0.00%		7
8	4500 Fundraising	14,000.00	6,194.50	44.25%	14,000.00	759.75	5.43%	chocolate sales	8
9	CONECT Fundraising	2,500.00	2,040.00		1,250.00	0.00		special SJ fundraising	9
10	4600 Interest	3,500.00	1,731.73	49.48%	1,600.00	58.78	3.55%	CD rates low and not raising anytime soon	10
11	4700 Release from Temporary Restricted Funds				60,000.00	15,000.00	25.00%	Gifts/Donations released for Board Priorities	11
12	4800 Miscellaneous Gain/Loss	0.00	2,161.86		3,153.28	26.41		Profit/Loss from sales of stock	12
13	4900 Endowment contribution	38,854.41	38,854.64	100.00%	23,767.00	9,428.73	39.67%	2% of E&L 13 quarter average of \$1,188,328	13
14	Total Income	611,347.74	602,186.12	98.50%	629,370.28	166,334.33	26.43%	Total Income	14
	EXPENSES								
15	5100 Facility								15
16	5110 Utilities	25,500.00	21,051.91	82.56%	24,500.00	6,787.94	27.71%	water 15%, gas 25%, electricity 60% save \$1000 on cooling Jul-Sep	16
17	5120 Maintenance and Repair	7,000.00	6,709.31	95.85%	5,000.00	997.04	19.94%	Expect return to previous levels	17
18	5130 Property management							cleaning 20%, waste removal 40%, hvac contracts 35%, elevator 10%, pest control	18
19	5140 Custodial Supplies	2,109.00	337.18	15.99%	600.00	104.59	17.43%	Daycare now does own cleaning	19
20	5150 Landscape	11,000.00	10,909.76	99.18%	11,000.00	76.81	0.70%	Keep fixed contract	20
21	5160 Security/Alarm system	4,000.00	3,694.99	92.37%	4,200.00	665.83	15.85%	expect 5% increase	21
22	Facility total	59,109.00	49,233.01	83.29%	54,600.00	9,965.88	18.25%		22
23	5200 Communication, Media								23
24	5210 Office Supplies (copier paper, supplies)	1,282.00	1,720.61	134.21%	2,000.00	879.66	43.98%	purchasing supplies for new printer	24
25	5220 Postage	500.00	472.61	94.52%	500.00	0.00	0.00%		25
26	5230 Office service contracts (copier, Poland Spring)	4,666.00	2,809.18	60.21%	800.00	173.61	21.70%	New copier maintenance \$50/month	26
27	5240 Cable service: internet, phone, TV, wi-fi	4,000.00	3,585.67	89.64%	4,200.00	1,213.21	28.89%	5% increase expected	27
28	5250 Office contingency	100.00	114.98	114.98%	100.00	0.00	0.00%		28
29	5260 Tech: hosting, software, licensing	3,000.00	2,523.04	84.10%	3,000.00	574.79	19.16%		29
30	Communication total	13,548.00	11,226.09	82.86%	10,600.00	2,841.27	26.80%		30
31	5300 Committee Support/Member Services							Keep allocations the same as Fiscal 21	31
32	5310 Membership Committee	750.00	0.00	0.00%	750.00	0.00	0.00%		32
33	5320 Covenantal Relations Committee	562.50	0.00	0.00%	565.00	0.00	0.00%		33
34	5330 Sunday Morning Team	1,125.00	352.15	31.30%	1,125.00	271.13	24.10%		34
35	5340 Stewardship/Canvass	1,125.00	203.40	18.08%	900.00	28.50	3.17%	Stewardship suggestion	35
36	5350 Endowment & Legacies	1,000.00	523.30	52.33%	1,000.00	0.00	0.00%		36
37	5360 Small Groups	112.50	0.00	0.00%	115.00	60.00	52.17%		37
38	5370 Library/Archives	150.00	63.71	42.47%	150.00	0.00	0.00%		38
39	5380 Pastoral Care Team	150.00	0.00	0.00%	150.00	0.00	0.00%		39
40	Committee/Member Svcs total	4,975.00	1,142.56	22.97%	4,755.00	359.63	7.56%		40
41	5400 Denominational Affairs								41
43	5410 UUA dues	12,500.00	12,500.00	100.00%	15,935.00	3,983.75	25.00%	request	43
44	5500 Finance								44
45	5510 Mortgage	37,715.00	37,715.15	100.00%	37,715.38	9,428.73	25.00%	Endowment provides our Mortgage	45
46	5520 Insurance	7,485.00	7,977.00	106.57%	7,977.00	9,243.00	115.87%	Annual premium paid in October	46
47	5530 Accountant's Review	3,900.00	3,900.00	100.00%	3,900.00	0.00	0.00%	No increase this year	47
48	5540 EFT (VANCO) Fees	0.00	17.07	0.00%	0.00	0.00	0.00%	Discontinue Vanco	48
49	5560 Bank fees	50.00	73.43	146.86%	50.00	20.00	40.00%		49
50	5570 Paypal Fees (~3.0% fee)	500.00	1,278.44	255.69%	1,000.00	292.93	29.29%		50
51	5570 CT Sales Tax	250.00	0.00	0.00%	200.00	0.00	0.00%		51
52	5580 Merrill Edge sales commission	50.00	28.08	56.16%	30.00	0.00	0.00%	Fees associated with stock donations	52
53	Finance total	49,950.00	50,989.17	102.08%	50,872.38	18,984.66	37.32%		53
54	5600 Personnel								54
55	5610 Salaries (Minister, DLRE, Administrator, Directors of Music, Associate Director of Music)	257,856.48	257,856.60	100.00%	267,094.30	66,773.76	25.00%	1.2% COLA. DRE Salary adjusted reflecting new credentialing	55
56	5620 Hourly Wages (Sexton, Membership Coordinator, Hospitality Coordinator, Child Care)	42,305.00	38,010.19	89.85%	42,598.76	9,360.96	21.97%	1.2% COLA	56
57	5625 Contractor (Bookkeeping Services)	14,250.00	14,250.00	100.00%	14,250.00	4,156.25	29.17%		57
58	5630 Medical insurance (Minister, DLRE, Administrator, Sexton)	47,420.00	45,376.69	95.69%	52,772.46	12,564.87	23.81%	Increased 10% 7/1/2021 and again 1/1/2022	58
59	5640 Other Insurance (dental, disability, workers comp, life)	11,408.00	8,671.22	76.01%	9,934.51	1,525.02	15.35%		59
60	5650 Federal Insurance Contributions Act (FICA) Tax	22,962.00	20,946.96	91.22%	23,691.52	5,356.44	22.61%	7.65% of salary total	60
61	5660 Pensions (Minister, DLRE, Administrator, Sexton)	24,254.76	24,307.62	100.22%	25,147.25	6,288.38	25.01%	10% of eligible salaries	61

		Operating Budget 2021-22 Version 2.8 Approved updated 11.4.2021	2020-21 Budget	2020-21 Actual	% of Budget	2021-22 Budget	9/31/2021 25% Year	% of Budget	2021-22 Comments	
62	5670	Payroll service, admin fees, etc	3,200.00	1,287.11	40.22%	628.68	547.77	87.13%		62
63	5680	Professional Expense Accounts (Minister, DLRE, Administrator, Director of Music)	15,747.00	10,348.96	65.72%	14,900.00	4,231.93	28.40%		63
64		Personnel total	439,403.24	421,055.35	95.82%	451,017.46	110,805.38	24.57%		64
65		Minister UUA Training	1,500.00	1,500.00	100.00%	0.00	0.00		Fiscal 21 only	
66		Installation of New Minister				5,000.00	0.00		Scheduled for November 2021	66
67	5700	Trustees Research and Development	500.00	0.00	0.00%	500.00	0.00	0.00%		67
68	5710	Management Team Discretionary Fund	0.00	47.47	0.00%	0.00	0.00	0.00%	Discontinued for Fiscal 21	68
69	6100	Music							Keep allocations the same as Fiscal 21	69
70	6110	Paid instrumentalists	0.00	0.00	0.00%	0.00	0.00	0.00%	Use Apfel fund for paid instrumentalists	70
71	6120	Accompanist for memorials	0.00	0.00	0.00%	0.00	0.00	0.00%		71
72	6130	Sheet Music/Library	500.00	27.04	5.41%	500.00	0.00	0.00%		72
73	6140	Piano Tuning/Repair	700.00	500.00	71.43%	700.00	450.00	64.29%		73
74	6150	Dues, Tapes, Misc	100.00	15.10	15.10%	100.00	0.00	0.00%		74
75		Music total	1,300.00	542.14	41.70%	1,300.00	450.00	34.62%		75
76	6200	Religious Education							Keep allocations the same as Fiscal 21	76
77	6201	Adult RE	900.00	285.95	31.77%	900.00	110.58	12.29%		77
78	6202	CYRE discretionary fund	300.00	0.00	0.00%	300.00	0.00	0.00%		78
79	6203	Teacher Training & Support	225.00	211.00	93.78%	225.00	0.00	0.00%		79
80	6204	Curriculum, supplies, equipment	900.00	204.46	22.72%	900.00	215.89	23.99%		80
81	6205	YRUU Support	525.00	789.52	148.58%	525.00	0.00	0.00%		81
82	6206	Family Multigenerational Activities	375.00	86.05	22.95%	375.00	0.00	0.00%		82
83	6207	Teacher/volunteer background checks	150.00	0.00	0.00%	150.00	0.00	0.00%		83
84	6208	OWL Teacher Training	375.00	0.00	0.00%	375.00	0.00	0.00%		84
85	6209	Affirmations Class Expense	1,350.00	207.13	15.34%	1,350.00	98.33	7.28%		85
86		Religious Education total	5,100.00	1,764.11	34.59%	5,100.00	424.80	8.33%		86
87	6300	Social Justice	4,500.00			4,500.00			All programs other than Waverly	87
88	6301	Abraham's Tent/Columbus House (HEART)							Regular donations to Columbus House are now in a temp restricted fund	88
89	6302	Anti-Racism TF		114.40						89
90	6303	Peace TF								90
91	6304	Kids' Service Team TF		183.26						91
92	6305	Immigration and Refugee TF		43.98			0.00			92
93	6306	Green Sanctuary TF		303.16						93
94	6307	Preventing Gun Violence TF								94
95	6308	Waverly/USNH Partnership TF	9,000.00	9,013.44		9,000.00	500.00		Keep Waverly at \$9,000 per Board Request	95
96	6309	UU-UNO TF (Dues)		440.00						96
97	6310	UUSC TF (Dues)		350.00						97
98	6311	Social Justice Council Reserve								98
99	6312	Mental Health Awareness								99
100	6300	Social Justice Programs - Other		908.19						100
101		Social Justice total	13,500.00	11,356.43	84.12%	13,500.00	500.00	3.70%		101
102	6313	CONNECT	7,000.00	7,000.00	100.00%	7,000.00	1,750.00	25.00%	70% of the \$10,000 CONNECT request.	102
103	6400	Worship							Keep allocations the same as Fiscal 21	103
104	6410	Speakers	1,125.00	800.00	53.33%	1,125.00	350.00	31.11%	\$250/guest speaker fee.	104
105	6420	Sanctuary supplies	300.00	350.00	116.67%	300.00	155.00	51.67%		105
106	6430	Sunday Flowers	1,482.50	147.95	10.12%	1,485.00	0.00	0.00%		106
107	6400	Worship - Other	75.00	109.14	145.52%	75.00	15.57	20.76%	Seder expense	107
108		Worship total	2,962.50	1,207.09	40.75%	2,965.00	520.57	17.56%		108
109		Capital Fund Contribution	0.00	0.00	0.00%	6,225.44	6,225.00	99.99%	Provide some funding for Capital Budget	109
111		Total Expenses	611,348.19	569,563.42	93.17%	629,370.28	156,810.94	24.92%	Total Expenses	111
112		Income - Expenses	0.00	32,622.70		0.00	9,523.39		Negative means Deficit	112



Our Budget Funds Our Mission

A *mission-based budget* visualizes the distribution of our *operating budget*, carefully allocating our dollars to the ways in which they support the mission, values, and ends of USNH. This distribution is an approximation, yet it **demonstrates how we uphold our covenant and practice year-round stewardship** to sustain our minister, staff, building, and religious education, music, and other programs in the realization of our goals.





DAVID JONES

Nominee for *Vice President*

David Jones has been attending USNH for over 25 years after first being introduced to it by his wife Becky Friedkin. Their three girls, Karen, Abby, and Emily, were raised in the RE program.

David is retired from the state of Connecticut where he was a social worker, supervisor, and program supervisor at the Department of Children and Families, working in children's protective services as well as mental health services.

At USNH he has been on the board, was on the first management team, was a member of the governance task force which led to policy governance, has been the chair of B&G, is a co-chair of the worship committee, and has been the project manager on a number of building improvements and repairs.

David loves to garden, bake, and play with his children and grandchildren as much as possible.