

Unitarian Society of New Haven  
Minutes of the Meeting of the Board of Trustees  
May 13, 2021

Accepted June 10, 2021

**Board Members Present:** President Nancy Apfel, Vice President Emily McCave, Clerk Becky Friedkin, Treasurer Larry Copes; Past President Al Bosch; Trustees at Large Bernice Marie-Daly, Tina Santoni, Rich Stockton; Youth Trustee Elizabeth S.; Rev. Lindasusan Ulrich, ex officio

**Others Present:** David Stagg (Management Team)

### 1. Gather

Due to the COVID-19 pandemic, the Board met online via Zoom.

Nancy called the meeting to order at 6:35 pm. Elizabeth lit the chalice and read a chalice lighting that she wrote.

We read the Board Covenant and did a life check-in.

**Changes to the agenda:** the monitoring of policy 1.3 is not ready and will be presented in June. Larry needs to leave early and will present his report next.

### Financial Report from the Treasurer

Larry walked the Board through the Balance Sheet data from Year-End 2019 and 2020, December 31 2020, and March 31, 2021, which is appended to these minutes. The financial position of the congregation is generally stable.

Larry left the meeting at 6:58 pm.

### 2. Future Planning

#### Adoption of the 8th Principle by the Board

Nancy reflected that the May 8 retreat was very productive. In considering what to do next, one idea that came through very clearly was for the Board to adopt the 8<sup>th</sup> principle.

One member proposed adding to any motion for the Board to adopt the 8<sup>th</sup> principle:

This is not binding on the congregation; there will be a congregational vote at a later date.

The proposed 8<sup>th</sup> principle might not have the same wording as the version being adopted by the Board today.

Rev. Lindasusan stated that they like the idea of clarifying that this would be only the Board committing to the 8<sup>th</sup> principle; this is one area in which the Board **does not** speak for the congregation. They are, however, hesitant to add any wording about the proposed language. We are being asked to follow the lead of the two people who wrote the original principle and to vote on the spirit of it. Any wordsmithing will happen at the national level.

#### *Discussion:*

One person noted that the Board has educated ourselves in ways that have changed us. This person's perspective changed after reading about White Supremacy Culture and watching the

videos before the retreat.<sup>1</sup> They realized that we tend to want to tailor something so that it fits with our understanding and intellectual knowledge and we are actually being asked to do something different, which is not necessarily in our comfort zone. And that this is part of growing and being willing to change. They are going to trust the two people who wrote it because they have put a lot of thought into this. If the Board adopts the 8<sup>th</sup> principle it will also be an invitation to the congregation to become more informed.

Another said that we don't know what is going to happen at the national level and they are sitting with that discomfort. We often want to be in control but we are not this process. Let's recognize who has contributed and trust that the process will be okay.

Someone stated that they don't want to give the impression of paternalism – telling the congregation what they should accept, which others said they understand.

Another said they were so moved by Paula Cole Jones and others who have worked on it and adopted it. This is the only principle that mentions accountability. Their impulse is to edit the language, but we are being asked to do something different. This is time to allow ourselves to be led to a better place and to have confidence that the people who developed this are good leaders. Paula Cole Jones has assured us that the current language will not be the final language. The current focus is on the concepts.

Rev. Lindasusan said that we are not being asked to follow people who are saying “This is the only right way.” They are saying “Follow us FOR NOW, in this early process. Trust that we did our homework. Let's get a lot of people on board, and then we will get to the final result together.” The process is rooted in collaboration. The originators have distributed work to individual congregations to adopt it. Hopefully, that groundswell of support will get it to the national level, and that work will go beyond Paula Cole Jones and Bruce Pollack-Johnson (the original drafters).

Becky moved and Al seconded that the Board adopt the 8<sup>th</sup> principle for its work going forward. This is not binding on the congregation, which will vote on it separately in the future. The **MOTION passed** unanimously.

### **Congregational Meeting, May 23**

Nancy went over the agenda for the congregational meeting, which is appended to the minutes and was emailed to congregation members and staff on May 9. Many people responded to the straw poll on naming Rev. Kathleen McTigue Minister Emerita. There was significant support for this action, but enough members expressed reservations, especially about proceeding so quickly, that the issue has been tabled for now.

### **Board Evaluation**

Rich and Tina had shared a document (attached) with possible questions to ask in a self-evaluation. The idea is to add some sort of numerical score (e.g., 1-5) to most questions. Most would allow for comments, which will be very helpful. They had started looking for questions about effectiveness related to size, but shifted to more overall effectiveness measures.

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<sup>1</sup> See a list of these resources at the end of the minutes, before the listing of attachments.

*Discussion:*

There seem to be too many questions to use all of them, but it was suggested that we pilot all the questions this year so we can get a feeling for which questions are most helpful.

Also, look at the Policy Governance Manual for the responsibilities of the Board and incorporate them into the questions.

Clarified that “leaders” in the document is meant to be fairly broad – Board, Management Team, Committee and Task Force chairs, etc.

Rev. Lindasusan noted that under policy governance, the monitoring reports are a key way we hold the Management Team accountable. And staying in communication with the congregation, or linkage, is key concepts.

Rich and Tina will wordsmith and invite all who have ideas to share them; Becky will program in Google Forms; and Board members will complete in the next few weeks so we can discuss at our June 10 meeting.

### **Leadership Development**

Leadership development was identified by most Board members as an area to work on during our last months. Nancy noted that the way the Board works and our processes are opaque to most congregants; that we need to develop pathways to leadership; that we need to bring younger and newer members into leadership; and make leadership less weighty and more manageable. She suggested that the Board establish an ad-hoc committee to conduct research on resources; brainstorm new ideas; and make recommendations about leadership development at USNH.

*Discussion* followed, including:

- The UUA has leadership development resources
- How do we make this sustainable over the long run – where should we house a long-term charge for ongoing leadership development?

**Everyone should think about this**, who should be represented on an ad-hoc committee, what should its charge be, etc., so that we can act at our June meeting.

### **Board Summer Service**

Emily reported that the Worship Committee, through Lisa Anderson, has asked if the Board would like to lead a summer service on whatever topic we choose. If we agree to do this, we would want some folks from the current board and hopefully some from the new Board. The service would be in July or August and would still be remote, so even people out of town might be able to participate.

One potential topic is **leadership as ministry**; how do we feel called to leadership, how is it connected to our spiritual growth, possibly welcoming others (non-Board members) to participate. Reflections are usually successful. **How we worked through understanding and lifting up the 8<sup>th</sup> principle** might be interesting for the congregation to hear.

Several people expressed interest in such a service and the Board agreed to make the commitment.

### **Appoint Bobbi Pace to the Management Team**

David shared that Gwen Heuss-Severance has been on the Management Team for four years. Two years ago, she said she wanted to leave but then agreed to stay on for the interim ministry and then the pandemic. Jean Rosenthal joined a year ago, but Jeremy Hill resigned recently. The current Management Team recommends that Bobbi Pace, who is willing, be appointed to the team. Bobbi has a long history with the congregation and her parents were founding members. Bobbi has been President, and served on the Board, the Governance Task Force, and many other committees. She was instrumental in the development and implementation of policy governance and has a strong interest in leadership development.

The board agreed unanimously to appoint Bobbi Pace to the Management Team.

### **3. Reports**

#### **Stewardship Report**

Becky updated the email she sent yesterday, which is appended to these minutes.

#### **Budget Reports**

David reported that Finance Chair Terry Durham has projected that we may end the year with a modest surplus. David shared the proposed operating budget for FY22 (appended to these minutes) and walked the Board through it.

The budget reflects the Board priorities communicated to the Finance Committee and Management Team.

Thanks to Greg Seaman for securing \$74,800 from the first round of Paycheck Protection Program in May 2020. We were notified in March 2021 that the loan and any interest were entirely forgiven. This money has been transferred to the Gifts and Donations line item, which is contributing \$60,000 to the operating budget.

There was a healthy discussion at Council of Chairs that we must remember that we will not have this money next year. We need to prepare the congregation on how to pay for the expenses we have and also to plan for the capital needs that have been deferred and are coming due.

Becky moved and Emily seconded to accept the FY22 budget as proposed by the Management Team. The **MOTION passed** unanimously.

#### **Minister's Report**

Rev. Lindasusan's report to the Board is appended to these minutes. They especially asked the Board to recommend good candidates for the Pastoral Care and Stewardship committees.

#### **Building Reopening Advisory Group**

David reported on the BRAG meeting of May 5. They are planning an expansion of the current policy to allow small indoor meetings. They have discussed requirements, including a prohibition on food. Rev. Lindasusan and Jesse will decide the maximum number of people to be allowed for each room.

#### **4. Closing**

##### **Consent Agenda**

The Board accepted the minutes from the April 8, 2021 Board meeting.

##### **Process Observation**

Emily noticed that although we are 11 minutes behind, it is because we had rich and meaningful discussion on the 8<sup>th</sup> principle and leadership development. She also noted the sympathetic joy during check-in as people are vaccinated and able to see family and friends in person after many months. We were accommodating about the break, which was only two minutes. She will also resend the Zoom link about 10 minutes before future meetings, although it seems to be going to Spam/Junk for some people

##### **Thank-you notes**

Tina and Al will write the thank you notes this month.

##### **Adjournment**

The meeting was adjourned at 8:44 pm.

Respectfully submitted,  
Becky Friedkin, Clerk

**The following resources** were used by the Board in preparation for its May 2021 retreat:

- GA 2020 Webinar [Why Diversity, Inclusion, and Equity Matter to Your Congregation](#)
- [8<sup>th</sup> principle learning community](#); four ministers sharing experiences in congregations that have adopted the 8<sup>th</sup> principle
- [White Supremacy Culture](#), by Tema Okun
- [To All Get Free Together](#), by Chris Crass
- [Moving From Invitation to Inclusion to Radical Welcome](#)
- [Invitation to Brave Space](#), by Micky ScottBey Jones

##### **Attachments:**

Summary Balance Sheet  
Agenda for the May 23, 2021 Congregational Meeting  
Stewardship update  
Proposed FY22 budget  
Rev. Lindasusan's report to the Board

## Summary Balance Sheet as of March 31, 2021

Summary of balance sheets, approximate values	June 30, 2019	June 30, 2020	Dec 31, 2020	Mar 31, 2021
<b>Assets</b>				
Checking, savings (CDs —unrestricted cash	330,000	320,000	284,000	300,000
Other minor (grocery cards, etc.)	19,000	19,000	7,000	10,000
Fixed assets (building, furniture, etc.) – including annual depreciation	1,793,000	1,700,000	1,825,000	1,700,000
Endowment	1,185,000	1,214,000	1,452,000	1,200,000
<b>Total</b>	<b>3,327,000</b>	<b>3,253,000</b>	<b>3,568,000</b>	<b>3,210,000</b>
<b>Liabilities</b>				
Payroll Protection loan - moved to equity— Gifts and Donations		75,000	75,000	0
Endowment mortgage loan	363,000	346,000	337,000	330,000
Other (mostly payroll taxes payable)	25,000	15,000	11,000	12,000
<b>Total</b>	<b>388,000</b>	<b>436,000</b>	<b>423,000</b>	<b>342,000</b>
<b>Assets minus liabilities, or equity (“net worth”)</b>	<b>2,939,000</b>	<b>2,817,000</b>	<b>3,145,000</b>	<b>2,868,000</b>

**Agenda for USNH Congregational Meeting  
May 23, 2021 at noon, on Zoom**

1. Call to Order, Nancy Apfel, President
2. Invocation, Rev. Lindasusan Ulrich
3. Reading of Covenant, Emily McCave
4. Reflections – Rev. Lindasusan
5. Establish quorum and describe voting procedures – Becky Friedkin, Clerk
6. Report from the Board – Nancy
7. **Approval** of Minutes from Dec 13, 2020 Congregational meeting – Becky
8. Nominations and **Vote** – Robb Camm, Nominating Committee chair
9. Report from Stewardship – Cindy Chelcun/Laura Patey, co-chairs
10. Report on the FY21 Budget, Larry Copes, Treasurer
11. FY22 Budget – Remarks and **Vote** – David Stagg, Management Team
12. FY22 Capital Budget – Remarks and **Vote** – Jason Kyle, Chair, Buildings & Grounds
13. Proposed 8<sup>th</sup> Principle – 8<sup>th</sup> Principle Working Group
14. Installation of Rev. Lindasusan and USNH's 70<sup>th</sup> Birthday Celebration – David
15. Report on Council of Chairs and BRAG – Gwen Heuss-Severance, Management Team
16. Motion to Adjourn

## Stewardship Committee Update as of May 10

Submitted by Becky Friedkin

The Stewardship Team has completed our work of reaching out to members and those friends who pledged last year. Unfortunately, the pledge total shared in the May 6 newsletter was too high by \$4,000 – there was a mistake in a report. Following is the result of our campaign as of today:

Dollars raised:                 \$450,140 – 92% of \$490K goal  
 Participation:                 230 pledges – 92% of 250 pledge units

\$ range	Number	\$ Amount	% of pledgers	% of pledge total
waivers	11	0	5%	0%
< \$500	48	12,420	21%	3%
\$500 - \$999	42	26,205	18%	6%
\$1,000 - \$1,499	38	42,991	17%	10%
\$1,500 - \$1,999	27	45,150	12%	10%
\$2,000 - \$2,999	22	51,100	10%	11%
\$3,000 - \$3,999	10	31,824	4%	7%
\$4,000 - \$4,999	7	30,100	3%	7%
\$5,000 - \$7,499	14	86,750	6%	19%
\$7,500 - \$9,999	5	41,400	2%	9%
\$10,000 - \$24,999	6	82,200	3%	18%

11% of our pledgers (25 households) are providing 47% of pledge \$\$, similar to for FY21

44% of pledges (including waivers) are less than \$1,000

median pledge including waivers is \$1,000; excluding waivers it is \$1,200

Following is a summary of changes in pledges:

Pledge Category	#	\$ (lost) or gained	Notes
decreases	57	(34,416)	<i>aggregate reduction of 40%; (note: \$7K of this is from 3 members in memory care who pledged for FY21)</i>
increases	83	20,095	<i>aggregate increase of 10%</i>
same-level	87		
new	3	1,220	
Total pledges	230	(14,321)	<i>aggregate reduction by 3.1% among households pledging both years</i>

### Status of remaining households:

	19	(10,104)	households either not yet heard from or waiting to pledge until the fall
	9	(10,170)	lost to resignations, moving



## Proposed FY22 Budget

	Draft Operating Budget 2021-22 Version 2.8	2020-21 Budget	3/31/21 Actual 75%	% of Budget	2021-22 Proposed	2021-22 Comments	
	<b>INCOME</b>						
1	Pledge Goal	488,000.00			460,000.00	Assume Full Open September 2021	1
2	4000 Pledges	473,360.00	382,291.53	80.76%	446,200.00	Assume 97% collected at year end	2
3	4100 Collection Plate	22,000.00	12,207.58	55.49%	16,500.00	3/4 of full year income	3
4	4200 Coffee and Flower donations	1,500.00	0.00	0.00%	1,125.00	3/4 of full year income	4
	4300 Rentals						
5	4310 Regular Tenant	48,133.33	43,319.97	90.00%	60,000.00	Daycare is increased per lease terms	5
6	4320 Incidental	7,000.00	1,385.00	19.79%	1,280.00	incidental is a BIG unknown	6
7	4400 RE Income	500.00	115.00	23.00%	495.00		7
8	4500 Fundraising	14,000.00	2,906.75	20.76%	14,000.00	grocery+food bank cards, books, tag&plant & chocolate sales	8
9	CONECT Fundraising	2,500.00	2,150.00		1,250.00	special SJ fundraising	9
10	4600 Interest	3,500.00	1,571.70	44.91%	1,600.00	CD rates low and not raising anytime soon	10
11	4700 Release from Temporary Restricted Funds				60,000.00	Gifts/Donations released for Board Priorities	11
12	4800 Miscellaneous Gain/Loss	0.00	1,795.60		3,153.28	Profit/Loss from sales of stock	12
13	4900 Endowment contribution (2%)	38,854.41	25,143.51	64.71%	23,767.00	2% of E&L 13 quarter average of \$1,188,328	13
14	<b>Total Income</b>	<b>611,347.74</b>	<b>472,886.64</b>	<b>77.35%</b>	<b>629,370.28</b>	<b>Total Income</b>	<b>14</b>
	<b>EXPENSES</b>						
15	5100 Facility						15
16	5110 Utilities	25,500.00	16,527.74	64.81%	24,500.00	water 15%, gas 25%, electricity 60% save \$1000 on cooling Jul-Sep	16
17	5120 Maintenance and Repair	7,000.00	1,369.55	19.57%	5,000.00	Expect return to previous levels	17
18	5130 Property management	9,500.00	5,468.59	57.56%	9,300.00	cleaning 20%, waste removal 40%, hvac contracts 35%, elevator 10%, pest control 10%	18
19	5140 Custodial Supplies	2,109.00	337.18	15.99%	600.00	Daycare now does own cleaning	19
20	5150 Landscape	11,000.00	10,627.14	96.61%	11,000.00	Keep fixed contract	20
21	5160 Security/Alarm system	4,000.00	3,054.97	76.37%	4,200.00	expect 5% increase	21
22	<b>Facility total</b>	<b>59,109.00</b>	<b>37,385.17</b>	<b>63.25%</b>	<b>54,600.00</b>		22
23	5200 Communication, Media						23
24	5210 Office Supplies (copier paper, supplies)	1,282.00	1,454.63	113.47%	2,000.00	purchasing supplies for new printer	24
25	5220 Postage	500.00	376.76	75.35%	500.00		25
26	5230 Office service contracts (copier, Poland Spring)	4,666.00	2,654.70	56.89%	800.00	New copier maintenance \$50/month	26
27	5240 Cable service: internet, phone, TV, wi-fi	4,000.00	2,788.47	69.71%	4,200.00	5% increase expected	27
28	5250 Office contingency	100.00	114.98	114.98%	100.00		28
29	5260 Tech: hosting, software, licensing	3,000.00	1,021.50	34.05%	3,000.00		29
30	<b>Communication total</b>	<b>13,548.00</b>	<b>8,411.04</b>	<b>62.08%</b>	<b>10,600.00</b>		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		32
33	5320 Covenantal Relations Committee	562.50	0.00	0.00%	565.00		33
34	5330 Sunday Morning Team	1,125.00	102.96	9.15%	1,125.00		34
35	5340 Stewardship/Canvass	1,125.00	171.00	15.20%	900.00	Stewardship suggestion	35
36	5350 Endowment & Legacies	1,000.00	523.30	52.33%	1,000.00		36
37	5360 Small Groups	112.50	0.00	0.00%	115.00		37
38	5370 Library/Archives	150.00	0.00	0.00%	150.00		38
39	5380 Pastoral Care Team	150.00	0.00	0.00%	150.00		39
40	<b>Committee/Member Svcs total</b>	<b>4,975.00</b>	<b>797.26</b>	<b>16.03%</b>	<b>4,755.00</b>		40
41	5400 Denominational Affairs						41
43	5410 UUA dues	12,500.00	9,375.00	75.00%	15,935.00	Increase from 40% to 50% of \$31,873 UUA request	43
44	5500 Finance						44
45	5510 Mortgage	37,715.00	28,286.42	75.00%	37,715.38	Endowment provides our Mortgage	45
46	5520 Insurance	7,485.00	7,977.00	106.57%	7,977.00	Annual premium paid in October	46
47	5530 Accountant's Review	3,900.00	3,900.00	100.00%	3,900.00	No increase this year	47
48	5540 EFT (VANCO) Fees	0.00	17.07	0.00%	0.00	Discontinue Vanco	48
49	5560 Bank fees	50.00	20.79	41.58%	50.00		49
50	5570 Paypal Fees (~3.0% fee)	500.00	1,012.62	202.52%	1,000.00		50
51	5570 CT Sales Tax	250.00	0.00	0.00%	200.00		51
52	5580 Merrill Edge sales commission	50.00	21.06	42.12%	30.00	Fees associated with stock donations	52
53	<b>Finance total</b>	<b>49,950.00</b>	<b>41,234.96</b>	<b>82.55%</b>	<b>50,872.38</b>		53
54	5600 Personnel						54
55	5610 Salaries (Minister, DLRE, Administrator, Directors of Music, Associate Director of Music)	257,856.48	193,356.66	74.99%	267,094.30	1.2% COLA. DRE Salary adjusted reflecting new credentialing	55
56	5620 Hourly Wages (Sexton, Membership Coordinator, Hospitality Coordinator, Child Care)	42,305.00	29,062.48	68.70%	42,598.76	1.2% COLA	56
57	5625 Contractor (Bookkeeping Services)	14,250.00	10,687.50	75.00%	14,250.00		57
58	5630 Medical insurance (Minister, DLRE, Administrator, Sexton)	47,420.00	33,954.10	71.60%	52,772.46	Increased 10% 7/1/2021 and again 1/1/2022	58
59	5640 Other Insurance (dental, disability, workers comp, life)	11,408.00	7,146.20	62.64%	9,934.51		59

## Proposed FY22 Budget

	Draft Operating Budget 2021-22 Version 2.8	2020-21 Budget	3/31/21 Actual 75%	% of Budget	2021-22 Proposed	2021-22 Comments	
60	5650 Federal Insurance Contributions Act (FICA) Tax	22,962.00	15,752.91	68.60%	23,691.52	7.65% of salary total	60
61	5660 Pensions (Minister, DLRE, Administrator, Sexton)	24,254.76	18,231.91	75.17%	25,147.25	10% of eligible salaries	61
62	5670 Payroll service, admin fees, etc	3,200.00	894.03	27.94%	628.66		62
63	5680 Professional Expense Accounts (Minister, DLRE, Administrator, Director of Music)	15,747.00	4,921.85	31.26%	14,900.00		63
64	Personnel total	439,403.24	314,007.64	71.46%	451,017.46		64
65	Minister UUA Training	1,500.00	1,500.00		0.00	Fiscal 21 only	
66	Installation of New Minister				5,000.00	Tentatively scheduled for November 2021	66
67	5700 Trustees Research and Development	500.00	0.00	0.00%	500.00		67
68	5710 Management Team Discretionary Fund	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	Use Apfel fund for paid instrumentalists	70
71	6120 Accompanist for memorials	0.00	0.00	0.00%	0.00		71
72	6130 Sheet Music/Library	500.00	16.47	3.29%	500.00		72
73	6140 Piano Tuning/Repair	700.00	125.00	17.86%	700.00		73
74	6150 Dues, Tapes, Misc	100.00	0.00	0.00%	100.00		74
75	Music total	1,300.00	141.47	10.88%	1,300.00		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		77
78	6202 CYRE discretionary fund	300.00	0.00	0.00%	300.00		78
79	6203 Teacher Training & Support	225.00	0.00	0.00%	225.00		79
80	6204 Curriculum, supplies, equipment	900.00	204.46	22.72%	900.00		80
81	6205 YRUU Support	525.00	444.46	84.66%	525.00		81
82	6206 Family Multigenerational Activities	375.00	0.00	0.00%	375.00		82
83	6207 Teacher/volunteer background checks	150.00	0.00	0.00%	150.00		83
84	6208 OWL Teacher Training	375.00	0.00	0.00%	375.00		84
85	6209 Affirmations Class Expense	1,350.00	0.00	0.00%	1,350.00		85
86	Religious Education total	5,100.00	934.87	18.33%	5,100.00		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						89
90	6303 Peace TF						90
91	6304 Kids' Service Team TF						91
92	6305 Immigration and Refugee TF		43.98				92
93	6306 Green Sanctuary TF						93
94	6307 Preventing Gun Violence TF						94
95	6308 Waverly/USNH Partnership TF	9,000.00	6,407.75		9,000.00	Keep Waverly at \$9,000 per Board Request	95
96	6309 UU-UNO TF (Dues)						96
97	6310 UUSC TF (Dues)						97
98	6311 Social Justice Council Reserve						98
99	6312 Mental Health Awareness						99
100	6300 Social Justice Programs - Other						100
101	Social Justice total	13,500.00	6,451.73	47.79%	13,500.00		101
102	6313 CONECT	7,000.00	5,250.00	75.00%	7,000.00	70% of the \$10,000 CONECT request.	102
103	6400 Worship					Keep allocations the same as Fiscal 21	103
104	6410 Speakers	1,125.00	600.00	53.33%	1,125.00	\$250/guest speaker fee.	104
105	6420 Sanctuary supplies	300.00	350.00	116.67%	300.00		105
106	6430 Sunday Flowers	1,462.50	30.00	2.05%	1,465.00		106
107	6400 Worship - Other	75.00	109.14	145.52%	75.00	Seder expense	107
108	Worship total	2,962.50	1,089.14	36.76%	2,965.00		108
109	Capital Fund Contribution	0.00	0.00	0.00%	6,225.44	Provide some funding for Capital Budget	109
111	Total Expenses	611,348.19	426,578.28	69.78%	629,370.28	Total Expenses	111
112	Income - Expenses	0.00	46,308.36		0.00	Negative means Deficit	112

## Rev. Lindasusan's Report to the Board

May 13, 2021

### What do you notice?

- As this unusual period in congregational life winds down with the promise of reopening in the fall, many people have decided to step down from leadership roles, particularly from the Pastoral Care and Stewardship teams. Their reasons for leaving are all perfectly reasonable — there isn't any drama. Several people noted that they'd stayed on their committee far longer than they'd originally planned and felt like this was the right time to cycle off. While finding new people to serve will have its challenges, I also see this time of transition as hopeful: people must have a certain level of confidence in where USNH is right now to feel as though they can safely step back.
- I'm excited that so many people have said yes to being part of the Installation/ 70th Anniversary planning committee! Having such a robust team can only help when it comes to avoiding burnout.
- The monthly Saturday drive-thru events continue to be a source of connection and community. This Saturday (5/15) will include the new member ceremony for the five people joining USNH following the successful New to UU class on 5/1.

### Do you have questions?

- What kinds of programming would the Board like to see — or host! — as part of the 70th anniversary celebration this November?
- I've started looking ahead to 2021-22, and there's no shortage of work to accomplish in support of the USNH mission. For those staying on the Board, do you think we'll keep **Among** as the emphasis for the coming year as well? (We don't have to solve this right now, but I wanted to ask the question.)

### What do you need?

- I'd love to hear your thoughts (whether in the meeting or by email) on folks who might be a good fit for the Pastoral Care or Stewardship teams. My limited contact with congregants this year has put me at a disadvantage for recruiting. Fortunately, I'm not doing this work alone.
- Here's a reminder about the upcoming conferences I'll be attending:
  - Festival of Homiletics (for preachers): May 17-21
  - Ministry Days/General Assembly (for UU ministers/all UUs): June 21-27

### Anything else?

- Updates to SOP-0005 (Burials and Memorials) and SOP-0014 (Fees for Memorial Services) have been released and are now on the website.
- I'll be preaching in June for the Church of the Larger Fellowship on the theme of embodiment. I'll have an accompanying piece in *Quest*, their monthly newsletter.
- I've had a piece accepted for an anthology about parenting that will be published by Skinner House Books.