



Unitarian Universalist
Congregation of South County, RI



Annual Meeting

June 12, 2022

**Unitarian Universalist Congregation of South County
27 North Road
Peace Dale, RI 02879**

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UUCSC

2022 Annual Business Meeting Agenda

June 12, 2022

Approval of the Minutes of the 2021 Annual Business Meeting

Acceptance of the Reports

Approval of the Annual Budget

Report of the Carolyn Steere Hurdis Fund for Social Justice

Report of the Nominating Committee

Election of Officers and Directors

Election of Nominating Committee

Installation of the Board

Minutes of the Unitarian Universalist Congregation of South County Annual Meeting June 20, 2021 via Zoom (Approved by BOD by email 6-25-2021)

A quorum of 63 members were present via Zoom.

Etta Zasloff gave directions on Zoom voting. Natalie thanks Etta and everyone on Communication Committee for making this meeting happen.

Call to Order: 11:05 AM by President Natalie Herbermann

Invocation and Welcome: Natalie Herbermann

Acknowledge of beautiful last service led by Rev. DL and the sadness felt. A moment taken together to center and switch gears.

Approval of the Minutes of the 2020 annual business meeting

MOTION: Betsy Dalton moved to accept the minutes. Seconded by Elise Bender. PASSED unanimously.

Treasurer's Report: Mary Alice Kimball A copy is on file with the board clerk and available on the UUCSC website.

- We knew 2020-21 would be a difficult year and we did start with a deficit budget but will hopefully be ending with a net profit. Finance Committee will know by end of July.
- Our Living Legacy (OLL) campaign, which we started with Rev. DL's encouragement, has done very well. We anticipate reducing our mortgage payment from \$2500 a month to approximately \$411 a month.
- Mary Alice Kimball thanked all our members for their support and generosity.
- Pledges are still coming in. If you haven't done so already, please fill out a pledge card. Discussion of the report: Larry Kelland said he has never seen a budget look so good.

Administration Reports: Copies were made available to UUCSC members on the website and will remain there for perusal. Copies are also on file with the board clerk.

Annual Budget Presentation: Mary Alice Kimball

Expected Income:

- Less for 2021-22
- No PPE loans, prior PPE loan was completely forgiven
- Pledges down. Pledges make up 80% of income. Please pledge if you have not done so.
- Expected fundraising for the year will include Dining for Dollars and the Holiday Fare.
- Rental income is stable
- Total anticipated income is \$214, 490 Expenses:
- Ministry expense based on expected interim minister at 75% based on fair compensation to staff per UUA guidelines.
- Mortgage is only 2% of expenses
- Staff costs are included in their respective categories (i.e. Music and Religious Education)

- Facilities expenses are estimated to be \$33,081 and consist of condo fees, repairs and maintenance, insurance, electricity, and heating.
- UUA billed us \$14,500 for the current year; we have budgeted to pay \$5000. Finance hopes to increase that payment in coming years.
- Expenses total \$230,898 Total expenses minus total income gives us a deficit of \$16,408. Mary Alice explains that if we close out 2021 with a net profit, she will make a motion at the next board meeting to move that money into operating expenses, thereby narrowing the deficit. She pointed out that last year we paid \$15,000 in mortgage expenses and this year we will be paying \$5,000.

MOTION: Aline Couture moved to approve the 2021-2022 annual budget. Linda Whyte Burrell seconded the motion. Motion passed unanimously.

Report from the Nominating Committee: Elizabeth Donovan, Chair

- Acknowledgement of difficult year and how staff and many volunteers worked hard to keep the congregation going. Encouragement for new volunteers to step forward.
- Brief explanation of which positions we were voting on and the fact that two vacant positions set to expire in 2022 were appointed by the board due to a resignation and one person leaving a position to fill another position. Those positions are: Elise Bender as vice-president, term expiring June 2022 Mary Fulton as clerk, term expiring June 2022

Presentation of Slate: Natalie Herbermann

President—Elizabeth Donovan for a term ending in June 2023

Treasurer—Mary Alice Kimball for a term ending in June 2023

Directors—Nancy Dean, Bill Rodriguez and Charlie Donnelly, for terms ending in June 2023

Nominating Committee—Val Follett for a term ending June 2024

Nick Smith led a shout out for Natalie for leading us through a difficult period. Natalie thanks everyone on the board for stepping up and helping out.

MOTION: Alison Buffum moves to approve the slate of nominees as presented. Clare Sartori seconds the motion. Vote: 61 yes; 2 abstentions. Motion PASSED

Installation of Officers: Natalie Herbermann

The meeting adjourned at 12:40pm.

Respectfully submitted,
Elizabeth Donovan, Clerk

President's Report

President's Report 2021-2022

UUCSC has had a roller coaster of a year!!! We were in a very challenging position in July 2021—we had been in Covid lockdown for 16 months and had been unable to meet in our sanctuary; Covid was continuing to disrupt our lives; we were without a minister or an office administrator; and much work needed to be done to reopen our building for use. Perhaps worst of all there was a sense of unease after the abrupt departure of our minister of five years. There was much sadness and confusion, some anger and a sense of uncertainty.

We picnicked our way through the summer as volunteers were busy cleaning and doing repairs on our building and the board was meeting frequently to craft protocols for returning to the sanctuary; to appoint a team to hire an administrator; to understand and start the process for hiring a new minister; to explore ways to keep the congregation connected and to try to really listen to what all of our members had to say. We met for the first time in the sanctuary since the start of the Pandemic on September 12, 2021. By December 6 we were back on Zoom. With varying degrees of success, we have tried our best to connect with those in the congregation who could not attend in person—it is an ongoing conversation.

It would take too long to fully recap all that has occurred since July but look at where we are today! Rev. Denis Paul joined us at the beginning of December and his energy, experience, playfulness, wisdom and compassion have done much to reinvigorate and bring the congregation together. We are meeting in-person AND online and spiritual reflections have been a tremendous hit. We have a wonderful, professional, dedicated and resourceful staff—DRE Lee Cowan, MD Mike Galib, Congregational Administrator Sara Kaplow and Financial Administrator Sue Rogala. Members have stepped up to volunteer their time in ways big and small as we continue to navigate the ongoing Pandemic.

I can't thank everyone enough for all the work that has been done. I have had an ***absolutely incredible board*** to share the decisions with, to do the tasks required, to teach me all I didn't know about the congregation and board work. From finance to floor cleaning, I am simply bowled over by what people do for this congregation and for each other and the wider world. If ever someone needs a reason to be part of a church, religious or spiritual community (choose the word or supply one you are comfortable with) I hold UUCSC up as a model. As we came together in good times and sad this year, I often had goosebumps. *This is why* this community of supportive, sometimes argumentative, always searching and learning, always sharing and caring individuals does the hard work to keep UUCSC going. *This is why!* "Love is the spirit of this congregation and service is its prayer."

I believe UUCSC is in very good shape, but it is fragile—we need to continue to talk with each other and truly listen. We need more fundraising. We need new people to step up to volunteer. We need to move beyond just reacting to crises and look at the bigger picture. I am excited to do this joyful work and I hope you are too.

With joy and gratitude for each and every one of you,

Elizabeth Donovan
President

Minister's Report

Minister's Annual Report, May, 2022

Our formal relationship of minister and congregation began on December 1, 2022, just as the Omicron variant of Covid-19 was beginning to present itself. The worship committee went ahead with its previously arranged plans for Sunday worship in-person in the sanctuary, giving me a chance to attend services, meet as many people as possible, and spend some time with DRE Lee and the youth and adults in the Religious Education program. I lead the Christmas Eve service, as we practiced what on my first day seemed like extreme protocols. They turned out to be quite prudent — perhaps even prescient.

Over the holidays many contracted the virus (thankfully nobody in our congregation died), so we went to all-virtual via Zoom for the month of January. We were surprised to find how rich the conversations were afterward, which prompted us to devise a plan for two services on the Sundays when I lead worship: one in-

person, in the sanctuary, with all the protocols in place; and one afterward via Zoom, followed by a sermon reflection.

Except for a couple of special exceptions, we've continued with this model until now, and will do so through the end of the church year. At first, there were worries that two services might bifurcate the congregation, but that has not proven to be the case. Regulars to the Zoom service express to me appreciation and a deeper sense of connection. And they come to the outdoor services when offered if they feel safe.

I've spent much of my time in the last few months getting to know you, through one-to-one conversations and group conversations I call "Beverages and Banter," my model of what many ministers call "Community Office Hours." I've had the pleasure of conversation with well over 50 people as of the time of this writing, and have more planned. It will take a while to meet everyone in this way, but it will happen. It really is an honor to spend time like this.

I've had the pleasure of attending meetings of virtually every committee in the congregation, and have been pleased by the obvious health present. In many ways, this congregation functions like a family-sized church in which people are able to bring their best skills to the places where they are most needed. The Coordinating Council, aka "the Sisterhood of Getting it Done," could serve as a role model for congregations of any size the way it nurtures and supports natural leaders while keeping lines of communication open. I also believe a slightly different form of leadership development could work well here, now that human and financial resources are shrinking because of the pandemic and other universal demographic stressors. Current leaders I've spoken with are interested in identifying those who could be great leaders, and mentoring them as they gain skills in areas that interest them. This could work especially well to meet the needs of parents of young families.

DRE Lee and I have a mantra that many in the congregation could probably recite by heart: "our goal is to nurture a generation of youth who grow up to choose Unitarian Universalism as their faith because we belong to them and they belong to us." To that end, we've been working to create more intergenerational services, in which children are welcomed, included, spoken directly to, and where get to see their own artwork displayed in the sanctuary. We're starting to use the sanctuary differently, even rearranging the seating for Easter.

One way we've used our sanctuary is for memorials, which hadn't happened in the space for two years. I have officiated two memorial services so far, one for a UU from Delaware and one for the daughter of member Ann Seemann. Two more memorials are coming up for members Nina Collier and Dorothy Devine. We also have lost Rod Driver, whose memorial was held elsewhere.

You all have been very generous with your contributions to the Agape Fund, from which \$1,150 has been disbursed to individuals and organizations, leaving a significant balance.

It's been a good few months, with lots of laughter and emergencies and some sadness. Everything has made us stronger, because it's all had the effect of deepening our relationships, building even more trust among congregants and staff, and getting us back into congregational life that looks "normal" again.

I look forward to another year with you all as we redefine "normal." Isn't that the job of Unitarian Universalists?

In Peace,

Rev. Denis Letourneau Pau Director of Religious Education's Report

DRE Annual Report 2022

The RE Program goals were as follows:

1. Build Community within and beyond UUCSC
2. Learning UU Principles and having consistent circle time with Roses/Buds/Thorns
3. Find more committee members
4. Continue to educate and promote OWL and Coming of Age to take steps towards having these programs in place in 1-2 years.
5. Offer separate activities for middle school youth.

The RE Committee has met every month this year. Its members are Bethany Sorrentino, Barbara Pagh, Jenny Rebecca, Amber Collins and Pam Santos.

We have a wonderful nursery staff. Jenny Rebecca is an incredible, loving addition to our staff as well as to our RE committee. Our nursery assistant is a high school student, Simon, who is incredibly attentive and wonderful with the kids.

In RE we have had anywhere from 5-20 kids on Sundays. We average about 13. We have 24 kids who are registered and we've had eight new families drop in to check it out.

We have made great progress in meeting all of our goals this year.

Our first goal of building community has been the backbone of our time together. We did a lot of identity building and sharing at the beginning of the year in RE, culminating in our paper identity collage quilt. And I think we've done a great job in uniting together as a whole congregation. By the end of June we will have done at least 8 multi-gen services and 10 Time for All Ages at the beginning of other services. These have been an important part of helping the whole congregation (including families) to come together and connect. We've held three multi-gen hikes and had a well-attended trash clean up with members of Westminster UU joining us. Also, the RE committee is hosting a family cook-out as part of Dining for Dollars and looking forward to connecting everyone in that way.

The second goal has been going really well. We have a sharing circle every Sunday with Roses/Buds/Thorns and that continues to be a really meaningful way for everyone to connect, listen and share. We have discussed principles 1-4 so far with activities, discussion and coloring pages for each one. We plan to cover the rest of the principles before the end of June.

We've found one new committee member this year and hope to add at least one more for next year. Barbara has continued to be our representative on Coordinating Council, but would like to pass on that role to someone else.

We've been in touch with Westminster UU about taking part in an OWL training that they are hosting in the fall. We could do more to educate and promote OWL within our own congregation as well as reaching out to the community to gather interest in the class.

Pam has stepped forward to offer a gathering for our middle school aged kids! We decided this would be on a different day than Sunday so that they can continue to be involved in our all ages RE or take part in service. Looking forward to cultivating a sense of community among our older kids.

And aside from our goals, I have also taken part in several trainings as part of my professional development. One was a Renaissance Module through the UUA entitled "UU Identity" that met for two hours once a week for

five weeks. Another was a weekly class for six weeks through Radici Studios called "Raising Anti-racist Kids Through Art." And another was a two part training called "Youth Mental Health First Aid." These all offered really wonderful resources and information.

Something else I've worked on this year is a monthly online RE Newsletter that has stories, songs and UU resources for parents. And I create the RE column of the UUCSC enews. I'd like to be more engaged on Facebook and community outreach in the future.

We also did some wonderful organizing, cleaning and backyard improvements. Thanks to the work of several dads and kids we disassembled our old play structure and then the Grant family and I moved a free one from across town and put it together in our backyard. What a project! We've also added stumps to the spiral and planted the raised bed with peas. Inside we organized everything in the RE space, thanks to the amazing work of Elizabeth Quincy. Next step is to organize the DRE office.

Thank you all for everything you do and everything you are

Many blessings,
Lee Cowan

Finance Assistant's Report

2021-2022 ANNUAL REPORT OF THE FINANCE ASSISTANT, Susan Rogala

This year started out with me transitioning to the position of Finance Assistant. I was still performing a small number of administrative duties until Sara was hired as the Congregational Administrator. Below are some notes about my role this year after the transition:

- My primary duties which consume most of my time are working on daily and monthly financial tasks. This includes paying invoices on a timely basis and recording my payments and any manual checks that are paid by the administrator in QuickBooks. Also summarizing all collections deposited by Jeff into Washington Trust and any PayPal contributions deposited into Bank Newport which are also reported to me by Jeff. I also work with Mary Alice to make sure the payroll is reported to the payroll processing company in order to process the monthly payroll accurately and on time. Mary Alice summarizes the payroll in order for me to enter it into QuickBooks. Part of the month end activities include the reconciliation of all of the bank accounts, running preliminary reports for Mary Alice's review. After she does a thorough review, she sends me any correcting entries needed and also some normal month end entries that cannot be made until everything is posted and reviewed.
- Year-end financial activities also take a lot of time and review after the month of June is closed. There are many reports that need to be prepared in order to confirm reporting accuracy. These reports are used for reporting to the Finance Committee, Bank Newport, and also for yearly UUA reports.
- Calendar year end tasks include issuing 1099's and issuing W 2's to the staff.
- I completed the UUA financial section in order to maintain UUA certification. This task was completed with help from Mary Alice.
- The Workers Compensation audit was completed online with a small reduction in premium primarily due to less hours worked during Covid.
- After the budgets are finalized, they are entered into QuickBooks. I have provided requested information pertaining to the current year budget and next year's budget in order to help develop accurate estimates

for next year. During the year I have also provided budget versus actual information to staff and various committees as requested.

- Support was provided to committees as requested, such as Finance, Facilities and others with financial analysis, and other support as needed.

Thanks for all your support and I hope everyone enjoys the upcoming summer.

Regards,
Sue

Budget Summary

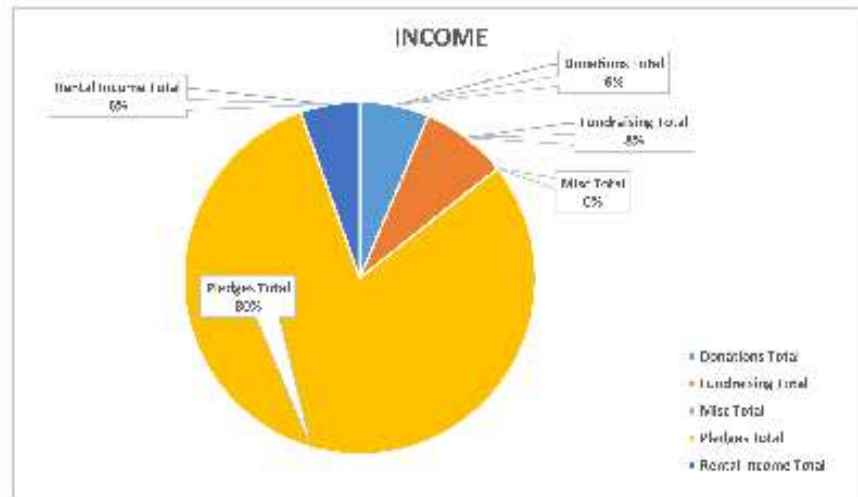
2021-2022 Income

2022 2023 Income

Category & Account	
INCOME	
Donations Total	\$14,000
Fundraising Total	\$17,400
Misc Total	\$90
Pledges Total	\$176,000
Rental Income Total	\$12,000
Grand Total	\$219,490

Total Income	\$219,490
Total Expense	\$249,277

Net Income -59,787

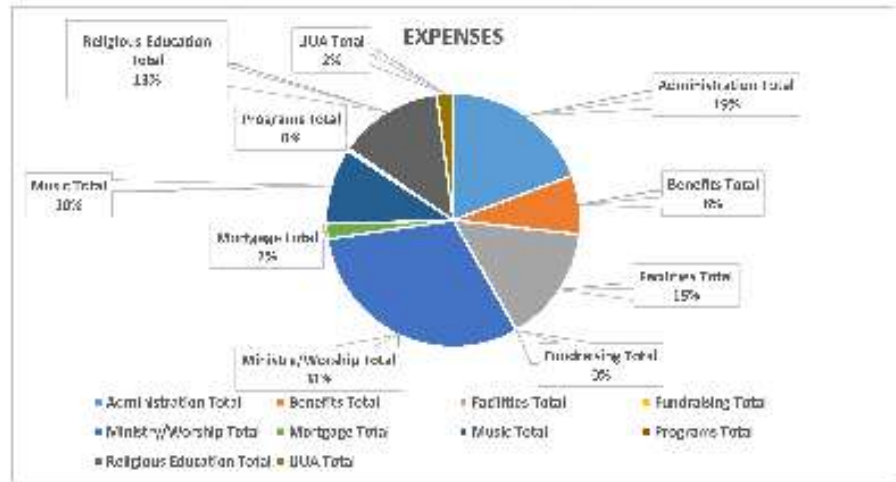


2021-2022 Expenses

2021-2022 Expenses

EXPENSE	
Administration Total	\$46,115
Benefits Total	\$18,033
Facilities Total	\$35,526
Fundraising Total	\$200
Ministry/Worship Total	\$71,875
Mortgage Total	\$4,975
Misc Total	\$28,241
Programs Total	\$800
Religious Education Total	\$81,912
JUA Total	\$5,000
Grand Total	\$238,277

Total Expense	\$238,277
Total Income	\$219,400
Net Income	-\$18,787



UDCS 2022-2023 Budget for Congregation A 16-2022.xlsx

Total Income	\$219,400.00	
Total Expense	\$238,277.32	
Building & Administrative Expense	\$56,106.50	23.45%
Committee Expense	\$10,780.00	4.51%
Staff Expense	\$172,390.62	72.05%
	\$239,277.12	100.00%

Mary Alice Kimball, Treasurer

FACILITIES 2022 ANNUAL REPORT

Highlights

1. Annual Utility Savings from Previously Authorized Work:^[1]

Lighting Upgrade:

- 25% decrease in electricity usage
- upgrade resulted in substantial decrease in annual cost of electricity
- UUCSC already recouped 4 times its initial investment for the upgrade when when our decreased annual cost of electricity is combined with the savings achieved by negotiating a new rate classification with National Grid

Conversion to Natural Gas:

- annual cost of heat reduced by 1/3
- UUCSC should be able to recoup its initial investment in another 3 or 4 years

2. Garden Committee:

- established new perennial bed to screen front of our building with native bushes and cultivars that are bird and pollinator friendly
- planted herbs in new bed for cutting when mature
- planted bulbs last fall
- planted annuals throughout the summer
- continually pruned and weeded including necessary severe pruning of bushes at entrance.

3. Pre-opening cleaning: Hired CleanRite and coordinated significant volunteer efforts

4. Roof repair and maintenance: Repaired leaks over kitchen, Minister's office and tenant office

5. A/C Maintenance: 30-year old units being maintained

6. Choir Room Emergency Exit and Stairs: Repair in progress

7. Icing on Ramp: Replacement of gutter system and trimming of shingles to prevent icing in progress

8. Parking Lot Lighting: To improve lighting at north end, communicated with Unit C; Unit C upgraded all outside lighting

9. Efflorescence on Sanctuary Walls etc: In process of hiring contractor to scrape the paint blistering caused by this chemical process and repair and repaint all affected areas

Watchlist

When we can pay for the following:

1. Replace leaking windows that cause heat loss in winter and overheating in warm weather, and rework walls in Minister and Administrator's offices.
2. Replace rusting "breakout" doors on RE level.

Respectfully submitted,

Facilities Committee

Jean E Burke, Secretary

^[1] Detailed analysis will be shared with Board of Directors and available to all.

Finance Committee Report

Finance Committee - Annual Report - June, 2022

Your Finance Committee is comprised of Aline Couture – Chair, Mary Alice Kimball – Treasurer, Jeff Berry-Collector, Sue Strakosch - Secretary, Patrick Gilligan, Marcia Boyd and Sandy Ketrow.

Our 2021-2022 fiscal year began with lots of changes.

1. UUCSC began without a Congregational Administrator. Sara Kaplow came aboard in October and joined our wonderful staff and jumped into the role without skipping a beat.
2. Rev Betty Kornitzer stepped in and provided the congregation much needed support and guidance while we searched for a minister.
3. The UUA connected us to Rev Denis Paul who met with our Board and began his role as 3/4 time minister on December 1, 2021.
4. Covid closed our meeting in person for many months.

This was an interesting exercise for our expenses. However, the congregation gave us your talent, time and treasures and, at this moment, we are expecting to end this year without a deficit. Part of the reason is that we received late pledge payments from prior fiscal years that increased our Income which we hadn't anticipated. A special **Thank You** to all our members for all your support.

More Good News...

The UUCSC received a \$50,000 bequest from our beloved Carolyn Hurdis last year. A task group has been formed to determine the use of these monies. The group is comprised of Jeff Berry, Dave Hurdis, Penny Hall, Gail Burchard and Caleb Grant. Carolyn's causes were Education and Social Justice. They are currently soliciting ideas from the congregation for the uses of these funds.

Also, Nina Collier is giving the UUCSC a gift of a middle railing on our front steps. The Board approved this donation which is very welcome to all of us who need support climbing stairs safely. We thank Nina's family for remembering her with this thoughtful gift.

Our Living Legacy Campaign (OLL) continues to receive pledged funds toward repayment of the mortgage. Our original mortgage was \$500,000 in 2008 when we purchased our building. The balance is now \$44,400 (as of April 2022). Our interest rate was lowered in August 2021 to 2.780% and our mortgage payment is now \$381.30 down from the original \$2,500 monthly. This is remarkable! As pledged money continues to be received, we may be in a position to make another pay down.

Next Up

We are hoping to restart our Equal Exchange Program. Something that we all use and another source of revenue to the congregation.

Our Dining for \$\$ bids are to be held in June. Headed up by Betsy Dalton and Trish Hindley it is a great opportunity for us to get together, have fun and support UUCSC.

Budget for 2022-2023...

Our budget for the year 2022-2023 has been prepared and is ready for your review. We are estimating that it will be a deficit budget as expenses have risen and our pledge dollars are still below our pre-pandemic level. We also anticipate extensive repairs to the walls and windows in the staff offices. The wall and window expenses are not in the budget that we will be voting on at the annual meeting on June 12. However, your Finance Committee is working to determine other sources of funds to pay for these necessary repairs.

Finally...

We need to hear from you. If you haven't already done so, please fill out a pledge card so we can better anticipate next year's income. We recognize that in these changing times, finances can change, and these pledges can be revisited if that occurs. We need to hear from you. Together Our Mission Goals Move Forward Respectively submitted, UUCSC Finance Committee.

Together Our Mission Goals Move Forward

Respectively submitted,

UUCSC Finance Committee

[Link to Pledge Card](#)

Stewardship Committee Report

Stewardship Committee Report 2022-23 Pledge Campaign

Serving on the committee for the first time as been a learning experience, especially since being the chair is a major responsibility to both the committee and the congregation. Passing on the knowledge of past procedures and expectations proved to be some what difficult, so I have gathered information in a notebook that I hope will facilitate future transitions. I have also asked the Board to appoint a small task force to clarify expectations for the stewardship committee and to outline anticipated procedures.

The stewardship campaign began on 2/23/22 and ended 3/28/22. 118 pledge packets were mailed to all of the addresses on the active members and friends list. 72 have responded. The total pledged is \$177,000 which is short of the \$200,000 goal and much less than the \$230,000 expenditures for 2021-22. If pledging continues to fall, as it has over the past few years, the Board will have to seriously pursue more fundraising activities.

Submitted 5/10/2022 by Mary Fulton

Communications/Publicity Committee

Annual Report for the Communications Committee, 2021-22

The Communications Committee for 2021-22 continued to work closely with the staff to provide current information to the congregation and beyond through the UUCSC website <https://uusouthcountyri.org>, our weekly newsletter titled UUCSC NEWS AND UPDATES, and our Facebook page <https://www.facebook.com/UUCSC/>. Analytics of all digital platforms show increased use by our congregation, as we all are becoming more adept at accessing information online and using digital tools.

From our budget, we purchased a Zoom account for use by the congregation for Sunday services, committee meetings, and Rev. Denis' meetings and communications. We set up a management system for Zoom use, establishing recurring meetings and working with CA Sara Kaplow to insert those links into the church calendar and trained new users (10 active at this time but open to new users as needed.)

Coordination of this process is critical, because it is a single use account, and only one meeting at a time can take place.

We met on Zoom regularly at 4:00 PM every other month in the week preceding the scheduled Coordinating Council meetings (Sept., Nov., Jan., Mar., May.)

Committee Members:

Etta Zasloff – Website content, Newsletter Editor

Betsy Dalton – Facebook

Will Bender - Webmaster

Linda Dupuis – Membership Directory

Sky Kimball – Zoom Tech

Barbara Pagh - Photographer

Elizabeth Donovan – Board Liaison

The committee welcomes new members with an interest in improving communications at UUCSC.

Submitted by Etta Zasloff

Membership Committee Report

Membership Committee Report, 2021-22

Elise Bender – Acting Chairman

As acting chair I was a one-person committee. Given that the pandemic was and is still prevalent in our community most activities and accomplishments were designed to keep our congregants safe and our building germ free.

- Created Contact Tracing List for in-person attendance at Sunday services. (Updated weekly)
- Created phone tree to inform congregants of a covid outbreak.
- Updated Members and Friends List. Divided it into two categories – Active and Inactive
- Coordinated Opening, Closing and Ushering schedules for Sunday Services.

Music Committee Report

Music Committee Report 2021--2022.

Music Committee members: Chair Alison Buffum, Susan Pavlow, Sandra Ketrow, Nick Smith

Our year started out singing together in person with masks on. We began slowly and had shorter rehearsals, kept windows open, stood far apart. Our choir has been smaller than usual but is still joyful.

There were two Christmas Eve services with a break between them to air out the space. We gave attention to vaccination status and had windows open. We had a few choir members and support singers out with covid, but Mike found last minute replacements and everything was a success.

Singing with masks on has been challenging. We continue to sing this way for the health of all. Jane and Lou Rubenstein have maintained our music library. Mike has provided many new, wonderful and challenging pieces for the choir to master. He has also worked with us on our sight-reading skills. He has played beautiful music for the enjoyment of all.

The annual Music Service is being planned and rehearsed. The date of the service is June 12. We will have a variety of music and will include the children this time as well. We are lucky to have Nick Smith helping with this as well as playing one of his original pieces. We have a couple of other UUCSC musicians playing also.

Our Music Director, Mike Galib, continues to work tirelessly and thoughtfully on a stellar music program.

Respectfully submitted,

Alison Buffum

Personnel committee report 2021-22

Membership:

Elizabeth Dalton, *Chairperson*

Susan Pavlow, *Member*

Clare Sartori, *Member*

Nick Smith, *Member*

(one seat vacant)

Purpose:

The Personnel Committee ensures that the UUCSC is staffed appropriately with qualified personnel and demonstrate commitment to the UUCSC and its work. We recommend and maintain staff policies, procedures, and practices between the staff and congregation. Annually, the Personnel Committee works with the UUCSC Board of Directors to review staff contracts and to develop contracts for the upcoming year. Each contracted staff member has a Personnel Committee liaison as a resource and advocate for any issues that may arise.

2021-2022 Activities:

Staff Hirings: In 2021-22, the Personnel Committee assisted in securing the hiring of 2 new staff members: Reverend Denis L. Paul, Contract Minister, and Sara Kaplow, Congregational Administrator.

Staff Contracts: In 2021-22, the Personnel Committee assisted in development and review of contracts for continuing staff: Michael Galib, Music Director, and Lee Cowan, Director of Religious Exploration. Additionally, the Personnel Committee assisted with the development, review, and implementation of contracts for all continuing staff, in conjunction with the Finance Committee and the BOD. Continuing Staff include: Rev. Denis

Paul, Michael Galib, Lee Cowan, and Sara Kaplow. Hourly staff (Bookkeeper & nursery aides) work under letters of agreement.

Meetings: In 2021-22, the Personnel Committee met regularly (approximately every 2 months) to review personnel status, work at hand, and any issues or problems to be addressed. Most meetings were held via Zoom, with addition of an April Personnel Committee Retreat.

Personnel Policy Manual (PPM): The Personnel Committee conducted a comprehensive review of the PPM and developed recommended updates to the current manual. The new updated version of the PPM will be available for use at the start of the 2022-23 UUCSC year (July 1, 2022).

Proposed for 2022-23:

Comprehensive Policy Handbook Review: UUCSC has numerous policy handbooks that supplement the PPM, and the Personnel Committee will review each one to develop and produce updated versions of each of these policy handbooks.

Submitted by Elizabeth Dalton, Chairperson

Social Justice Report

Social Justice Annual Report 2021

Social Justice Team Annual Report 2022

Cathy Solomon, *Chairperson*

Jean Bowen, *Co-Chair*

Social Justice team

1. Zoom meetings were held 10/6 and 2/9 for the full team.
2. UU Legislative Ministry: Cathy is attending monthly meetings of the UU Congregations in RI. They have a long list of legislation that they monitor. Very informative!
3. Penny announced she will step down as Racial Justice chair in June.
4. How to structure and focus the SJ team?

In May a congregation wide survey was sent out via email with four questions.

- a. What are your top three most important Social Justice issues?
- b. What social issues do you want to learn more about?
- c. How would you like to receive Social Justice news? The Weekly newsletter, your own research or a separate newsletter for social justice only?
- d. How often do you want to hear from Social Justice?

The results of the survey will guide me in how and if the team should be structured going forward. If we narrow the focus can we be more effective in supporting our community? Can we improve communication and the

sharing of information within the congregation? Can a more active social Justice effort lead to increased membership.

Cathy is a leader in the Womxn Project and The Huddle. The UU and Huddle members sent out over 2000 postcards to area residents to ask for their support of legislation to provide state medicaid funds for abortions to state employees and women eligible for medicaid.

Gail Burchard, Together Women Rise

Our Peacedale chapter of "Together Women Rise" is back to having physical potlucks. The month of May, Carolyn Gilligan hosted and in April, Susan Jordan invited us all to her home in "The Village @ Warden's Pond". Good to see old familiar faces, and happy to see some new folks who are interested. We are no longer doing a formal "presentation" for the grantee of the month, but watching the video at home, and using time to discuss how it relates to us. The Peacedale Chapter has raised \$40,717.08 in the 5 years we have existed....bringing in \$485 last month. We continue to meet on the first Tuesday of the month 6-8 pm, with members bringing a dish to share. Gail Burchard will be hosting on June 7 @ her home, announcing all are welcome. Together Women Rise donate to women and children in developing countries, focusing gender equality, health, nutrition, education, & financial stability, with recipients creating their own progression of the donation.

Jean Bowen, Moms Demand Action for Gun Sense

The RI Chapter of Moms Demand Action for Gun Sense invited faith communities to gather for "More than thoughts and prayers." UUCSC members joined with others at the State House, in May to advocate for gun sense legislation which would require safe storage for firearms and limit the size of bullets in magazines. Community volunteers from Moms Demand Action were there to support us in lobbying activities.

Safer Communities for Justice is a program of Moms and offers education, advocacy and support in the Providence area to Mothers who have lost their children to gun violence. In this work we collaborate with the NonViolence INstitute, the Attorney General's office, the Providence Police Department and the Mayor's office.

Jean organized a rally on the Supreme Court's proposed abortion ban. Rallies were held all over the country. We met at the Narragansett Sea Wall in May and over 110 people attended.

On behalf of Johnnie Rodriguez:

South Kingstown School Department: UUCSC members have been very involved and supported TASK and Beloved Community Advisory Board. We attended the school committee meetings in support of the Anti-discrimination policy, supported candidates in the last 6 years, kept informed of the too many coming and going of school superintendents and voted for budgets that kept more teachers and other adults in the classroom. The CRT debacle was of utmost concern and our members were outspoken on this issue. And finally we met with the SK Police on school issues. We continue to support quality education for all students.

Etta Zasloff: Etta and other UU's attend the Anti- Racist Coalition weekly rallies in downtown Westerly. Members are actively engaged and attend meetings of the League of Women Voters and Southwestern Rhode Island Progressives.

Barbara Beckwith, Share the Plate: The Congregation has generously donated to local and RI non-profit organizations that support the work of justice and equity in the areas of concern that UUCSC members have determined as priorities.

- Habitat for Humanity \$674
- AMOR \$432
- Farm Fresh RI \$309
- Thundermist Trans Clinic \$447
- Dorcas International \$587.

Note that the Congregation receives an equal amount from the donations of sharing the plate 50-50. All the organizations are vetted with the IRS tax exemption 501c3.

UUCSC Antiracism Group: 2021-2022 Annual Report

The Antiracism Group has been meeting through Zoom on the second and fourth Mondays of every month. Our mission is (1) educating ourselves by reading and listening to scholars, activists and people who have lived experience of racism, (2) sharing our learning with the congregation, and (3) advocating and taking action in the wider community.

We began the year reading about Critical Race Theory and supporting the Teach Truth campaign, which was organized by SURJ-RI to protect pupils' right to learn about slavery and its legacy, among other things. We wrote emails to legislators and rallied in North Kingstown to stop the recall of Jen Lima for her advocacy of equity and inclusion.

We attended South Kingstown School Committee meetings on Zoom and in person, to speak and support the Antiracism, Anti-harassment, Anti-bullying Policy the BIPOC advisory team had written for the high school, which passed.

We continued to read and discuss Derrick Bell, Kimberly Crenshaw, Ruby Sales, The Sum of Us by Heather Mc Ghee, The 1619 Project by Hannah Jones, and many other articles and podcasts. We posted relevant titles for the congregation to find in the Black Lives Matter section of our website and the UUCSC weekly newsletter. We discussed and supported the Eighth Principle.

In recent months we have been learning about the issue of reparations. We read Ta-Nehisi Coates, Dave Roos and others and discussed ideas. It has also been illuminating to read A Matter of Truth: The Struggle for African Heritage and Indigenous People's rights in Providence, Rhode Island, 1620-2020, by Keith Stokes and Theresa Guzman Stokes, written to show the basis of the case for reparations.

On May 23 we have invited all who are interested to attend our meeting, when we will discuss The Fire Keeper's Daughter, the read-across-Rhode Island book about a young woman who is half indigenous and half white.

On May 29 we are leading the worship service, centering on Negro Spirituals and ideas about reparations. It's been a full year.

Penny Hall

Facilitator of the Antiracism Group

Worship Committee Report

2021-2022 UUCSC Worship Committee Annual Report

Worship Committee: Adria Evans (chair), Amber Collins, Johnette Rodriguez, Kathy Swink, Sue Strakosch, Lee Cowan (unofficial)

The WC has had a challenging year: lots of work, flexibility, and help from other committees required. From July 11—December 19, 2021, we were responsible for 23 Sunday services. (“Responsible” usually meant arranging for and connecting with speakers, acting as Worship Associates and overseeing publicity.) Most of these services included speakers (either congregants or external), while we in Worship fully “did” a few others (Amber’s goddess sermon, Kathy’s Water Ceremony, Johnnie’s Gratitude service, my Chanukah service with Jonathan Sigman, and Lee’s October Multi-Gen & Winter Solstice services come to mind). Only the last two August services were videos from another congregation. The 8 Summer services were done via zoom, while the 15 Fall services were live in the sanctuary, and parts of these were filmed and uploaded to YouTube.

None of this would have been possible without our flexible zoom hosts, ushers, choir members, Michael, Sara, Etta, the facility folks, and the clean team.

From January through June 2022, Worship is directly responsible for 7 services and paying attention to 3 others (that Music, Anti-Racism, and the UUA will run).

Summer 2022 (July 10—August 28): Of the 8 services, Worship will have 5 services, and Rev Denis will have 3. Although many seem to want outdoor services, those run by Worship will be in the chapel, live at 10 am, unless a make-it-happen-outdoors committee spontaneously forms. Johnnie is the point-person for speakers and musicians. Without Michael or a summer pianist, it would be great for the musicians among us to come forward; a summer music crew (of musicians and singers) would enhance all our summer offerings.

Of special note: This detailed report would not be possible without the meticulous minutes and notes kept by Sue Strakosch. This is in addition to her being a Worship Associate and her other behind-the-scenes work.

My personal thanks to our Worship wizards.

Respectfully submitted,
Adria Evans

Nominating Committee Report

Report of the Nominating Committee

The Nominating Committee nominates the following members for election to the following positions:

Nominations to the Board of Directors

Patricia Hindley Vice-President 2022-24

Elaine Stannard Director 2022-2024

Russell Stokes Director 2022-23 (filling a vacated seat)

Mary Fulton Director 2022-2024

Respectfully submitted,
Committee members Gail Burchard, Val Follett and Linda Whyte Burrell

Pastoral Care Committee

The Pastoral Care Committee supports and attends Members and Friends of UUCSC in times of illness, crisis and loss. We are delighted in our working relationship with Rev Denis. His experience and style of pastoral care are a great gift to our Congregation.

We are pleased to have facilitated the creation of Helping Hands, the ministry that supports congregants in need of temporary assistance such as rides to appointments, a meal or two and notes and cards.

UUCSC has been blessed by a relatively mild passage through the past couple of years, compared to many others.

In the Faith,

Barbara Beckwith,

Sky Kimball, Joan Ray and

Linda Whyte Burrell, Chair

Helping Hands Report

Dear members of UUCSC,

I believe Helping Hands is not technically a committee, but wanted to include some information and a report on our activities this year. We exist as a practical support to fellow congregants, to connect people who need a service with those willing to provide the service (such as rides around town, meal preparation and delivery, etc).

In March, I participated in a Zoom meeting with about 11 others to decide the direction of this workgroup. I offered to facilitate and coordinate Helping Hands and received the current list of contacts from Lynda White-Burrell. This list was graciously transformed into a spreadsheet by Betsy Dalton and currently has 30 people who have offered rides, meals, phone calls, cards & notes, as other "odds & ends."

Since that time, Randi Marten has agreed to be a co-facilitator with myself. We are planning a division of work based on our various scheduling needs. At this point, the plan is that I will serve as the primary contact person and Randi will help with phone calls and scheduling when we receive requests. We are meeting next week to go over our process and plan for some proactive engagement with the congregation.

So far, we have helped coordinate rides for two people and have mailed several cards to those in the congregation who are going through a hard time. We plan to keep a list of services provided, and will be adding to our growing spreadsheet so we can easily keep track of this information.

Some plans for where we will go from here:

- Creating an email specific to Helping Hands that can be checked by multiple people and serve as a main contact point
- Contacting those who have offered services to get more specifics such as time availability, best ways to contact them, etc, to update our records with and make it easier to find a good fit when a need comes up
- Encouraging the congregation to proactively volunteer services or to suggest someone who may be in need of some help
- Identify a consistent way to be in touch with volunteers on a monthly basis, to share information such as folks who might like to receive a card that month and other opportunities to connect.

It's a pleasure to be a part of this effort! I love to see the ways this community wants to connect even more and look forward to facilitating this into the next congregational year.

Kind regards,

Bethany Sorrentino