

ANNUAL REPORT

2013-2014



Photo by Sean Elliot

May 18, 2014

**All Souls Unitarian Universalist Congregation
19 Jay Street, New London, Connecticut**

All Souls New London
A UNITARIAN UNIVERSALIST CONGREGATION



WELCOMING CARING SEEKING

Reverend Carolyn Patierno, Minister
Reverend Caitlin O'Brien, Associate Minister
Rebecca Bryan, Ministerial Intern

BOARD OF TRUSTEES

Lynn Tavormina, President
Clare Evento, Vice President
Robert Bunting, Treasurer
Helen Avalos, Secretary

Board Members-at-Large:
Maria Bareiss
Maris Cornell
Janet Marolda
Josh Smith
Linda Yuhas

Calan Veltheim (Youth Representative)



STAFF

Arlene Gundlach, Office Administrator
Arlene Stoltz, Religious Education Administrator
Ella Agranovich, Bookkeeper
Kit Johnson, Choir Director
Drew Collins, Acting Choir Director
Gery Elliott & Bil Groth, Musical Accompanists
Jesse Edwards, Sound Technician
Rebecca Devery, Taylor Bernardo,
& Cassandra Saimond, Child Care Providers
Paulette Lozano, Custodian
Sandy Geaman, RE Director Emerita

MISSION STATEMENT

All Souls Unitarian Universalist Congregation is a liberal religious congregation that nurtures lifelong spiritual development. We covenant to create a welcoming, caring, justice-seeking community within and beyond these walls.

VISION STATEMENT

All Souls welcomes seekers to our liberal religion and offers a transformative worship experience. We act boldly, compassionately, and publicly for justice. We intentionally share the message of Unitarian Universalism. While building a congregation of over 300 members, we broaden and deepen our ministries with community partnerships and an integrated campus.

All Souls UU Congregation LEADERSHIP SLATE FOR 2014/ 2015

NOMINATING & LEADERSHIP DEVELOPMENT COMMITTEE

Nick Evento, Denise Davies, Karen Mangiacotti, Chris Reitmeyer

NAMES IN BOLDFACE ARE CHANGES FROM LAST YEAR.

Board of Trustees:

- **President: Clare Evento**
- **Vice President: Liz Binger**
- Secretary: Helen Avalos
- Treasurer: Bob Bunting
- Member at Large: Maria Bareiss
- **Member-at-Large: Shaune Martin**
- **Member-at-Large: Andy Derr**
- Member-at-Large: Maris Cornell
- Member-at-Large: Janet Marolda
- **Youth Representative: replaced with board liaison to youth group**

Board Committees:

- Finance Committee: Anthony Rose
- **Stewardship: Jackie Pick, George Dowker, Nick Evento, Jennifer Hunt**
- Membership Committee: Nory Oakes
- Facilities: Sid Gardner
- Ombuds Committee: Liz Binger, Bev Case, Shawn Heard
- Nominating/Leadership Development :
 - **Lee Boltz**
 - **Jan Larson**
 - **Peg Snow-Madura**
 - **Lynn Tavormina**
 - Nick Evento
 - Karen Mangiacotti

Ministry Teams

- Sunday Services Committee: Carol Thompson
- Caring Committee: Betsey Fox
- Music Committee: Becky Noreen

- Small Group Ministry: Peg Snow-Madura, Denise Davies, **Judy Beahan, Carol Irwin**
- Adult Religious Education: Steering Committee

- Religious Education Circles
 - Curriculum: _____
 - Music Circle : Joyce Werden
 - Social Justice: Natasha Singer-Johnson
 - Special Events: Rosemary Staropoli
 - Worship: Barbara Brockhurst
 - Teacher Coordinator: _____

Coordinators and others:

- Social Justice Coordinating Committee: vacant
- Greeter Coordinator: Gwen Fate
- Coffee Host Coordinator: Katrina Bercaw
- Aesthetics: Laurie Blefeld
- Historian: Clare Evento
- Newsletter: Pam Neidig
- Communications: Jan Larson
- Technology: Amanda Durante
- Planned Giving: Clare Evento
- Teaching Parish Committee: Ginny Campbell
- **Safety Committee: TBD**
- **Capital Campaign Committee: TBD**

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Call to Meeting

All Souls
Unitarian Universalist Congregation
Annual Meeting

Sunday, May 18, 2014
11:30 a.m. Unity Hall

Agenda:

Call to Order

Chalice Lighting and Opening Words

Approval of minutes of 2013 Annual Meeting

Annual reports

Election of officers, trustees & committee chairs

Report on Next Steps Weekend

Vote on operating budget 2014--2015

Vote on proposed update to our LRP

Authorization of delegates to General Assembly

Other Business

Recognition ceremony

Adjourn

**All Souls Unitarian Universalist Congregation
19 Jay Street
New London Connecticut 06320**

**Minutes of Annual Meeting
Sunday, May 19, 2013
11:30 AM Unity Hall**

- Call to Order

At 11:30 a.m., a quorum was established with 84 voting members present.

- Approval of minutes of 2012 Annual Meeting

Tina Dubosque (second) moved to accept the minutes as presented. Motion passed.

- Annual reports

Lee Boltz (second) moved to dispense with the reading of the reports. Motion passed.

- Election of officers, trustees & committee chairs

Mark Samos, Chair of the Nominating and Leadership Development Committee presented the slate. Thanks to Jonathan Towne and Gretchen Edstrom, who are leaving the Committee. Thanks to all of the Committee.

Liz Binger made a motion to move the slate as reported. Motion passed. All in favor. Helen Avalos, Board Secretary voted in favor of the slate.

- Vote on operating budget 2013-14

Treasurer Neal Overstrom presented the budget summary. Discussion regarding FY2012-13 income and expenses, Good Neighbor Offerings, Dedicated Offerings. We started last year with a \$6,000 deficit. We did better than anticipated and will probably end with a \$1,500 deficit. Thanks to everyone for pledge fulfillment. We raised \$16,000 in Good Neighbor offerings and \$6,000 in Dedicated Offerings. Over the past several years, we have had sources of income above and beyond pledges, for example, capital campaign funds from Jay Street project applied to mortgage and fixed operating costs. We received cost sharing income from the Homeless Hospitality Center. This coming fiscal year, the funds we raised to bring the Director of Religious Education position to full time are being applied to support our new RE structure. But those additional sources of income were of short duration and we need to develop a sustainable budget. Our total number of pledge units has remained relatively consistent over the years despite growth. We have to become more creative in looking at sources of income to support ministries and programs. For example, the Board and Finance Committee have directed that UUA funds will come exclusively from pledges. In addition, we will be collecting RE registration fees beginning in the fall of 2013. We are holding the line on expenses, but have been able to provide a 3% COLA for staff. 144 pledges with a projection of \$274,000. Still need to raise \$10,000. Projected deficit of about \$9,465.00 for FY2013-14. Questions and comments from those present followed.

Bob Bunting (second) moved to accept the proposed 2012-2013 budget. Motion passed (with one opposed).

- Vote on proposed revision to our bylaws – thanks to Maris Cornell, Jan Larsen, and George Dowker for working on these revisions.

Maris Cornell (second) moved to accept the proposed revision to our bylaws. Motion passed.

- Authorization of delegates to General Assembly: Bob Bunting, Carol Bunting, Maris Cornell, and Joanie DiMartino.

Liz Binger (second) moved to nominate the four as General Assembly delegates. Motion passed.

- Recognition ceremony

Lynn Tavormina: recognition of Rev. Carolyn and the extraordinary path that she has walked this past year with strength, grace, courage, and humor. On behalf of the Board and Congregation, I extend our admiration and gratitude. Three board members will be leaving the Board at the end of June. Thank you to Judith Crotty who has served as Vice-President of the Board this past year. Thank you to Neal Overstrom who has served as Treasurer for four years. Thank you to our youth representative Emmy Franklin. Three hymnals were donated in honor of Judith, Neal, and Emmy. Thank you to Lee Boltz and Green Sanctuary—our Green Sanctuary Application was accepted! Thank you to Committee Chairs, Team Leaders, Circle Leaders, and our ten staff members.

- Other Business: Rev. Carolyn and Open Question Task Force Report and Recommendations: we kick off a capital campaign to burn the mortgage on the Jay St. building and a parallel effort is made to sell the Huntington St. building. In time, perhaps two years later, we build a community room, a couple more classrooms/meeting rooms, more office space. Burn the mortgage, sell the building, build. Discussion followed with those present.

- Adjourn

George Dowker moved to adjourn at 12:35 p.m.

SENIOR MINISTER

Ours are always interesting years and this one was no exception. All Souls culture is shifting – as are faith communities everywhere. Therefore, we have been adjusting our approach to nearly all aspects of congregational life. Therefore, in many ways we are in transition.

Our greatest and most exciting transition was formally installing Reverend Caitlin O'Brien as Associate Minister. We worshipped and celebrated with great hope and excitement for our shared future. This new hire marks the attainment of a long-held goal, that of additional ministerial support. Caitlin brings pastoral wisdom and support to families with children and programmatic vision to our religious education ministry. It is a joy to work beside her.

Yet another long-held goal was to become a Teaching Congregation. This year we welcomed Rebecca Bryan into our midst for a two-year, part-time internship. A Teaching Parish Committee was established and I was required to take a 13-session supervision class at Andover Newton Theological School, where Rebecca is a student. All Souls is now an approved site and we can look forward to serving our movement by helping to prepare seminarians for professional ministry. Rebecca has brought as much to us as we have offered to her.

The Board of Trustees determined this year's Open Question: (a year-long discussion on an issue that has long loomed) "How do we integrate money and our spiritual lives to further All Souls' vision and mission?" In addition to what we learned from this process we have accumulated learning that brought us to new understanding. Foremost is that when the congregation is invited to give or to pay for something specific (Good Neighbor Offerings, Dedicated Offerings, and fees for programming such as Summer Camp for Everyone or Coming of Age) there is, without exception, generous response for the former and reasoned acceptance for the latter. Considering this learning, a registration fee was instituted to help bridge budget gaps. Money raised through this fee represents less than 10% of the program's total cost, and nevertheless, it helps. We will be looking at new approaches to our annual campaign that are responsive to new realities concerning church finances.

The other area of transition is Membership. You'll see from the Committee's report that a new approach was put in place this year. This shift reflects a shift in attitude toward membership itself. There are 40 Souls who fully participate in

congregational life and yet, have not chosen to become formal members. We are learning more about this dynamic and the ways we need to adjust to this emerging reality.

And there were staffing transitions! We hired Drew Collins as the Acting Choir Director and bid farewell to Kit Johnson who had served for 20 years. We welcomed Arlene Stoltz as the Religious Education Administrator achieving a long-held goal to bring RE staffing up to fulltime. We hired Jesse Edwards as our sound technician for Sunday morning thus bringing a level of professionalism and consistency to the quality of our worship services.

And to our campus and daily life, the Homeless Hospitality Center moved from the Krag Wing to their permanent home on State Pier Road. We had hosted the daytime hospitality center for nearly seven years. I participated in the dedication of the new space. It was a profound joy to be part of it all.

Let's end there with the transitions!

As for me, I have served All Souls in all the ways that you called me to do these 13 years. I have created and led worship; walked with you in joy and in sorrow; represented our progressive witness in the public square; written, edited, cajoled and encouraged. In the wider movement, I was asked to serve as Chair of the first ever General Assembly (GA) Worship Arts Team. This task has proven to be a significant undertaking that hopefully, will enhance the GA worship experience (9 services throughout the course of the week). I serve the Clara Barton District Chapter of the UU Ministers Association as the Good Officer (which means I support ministers who are heading toward or are in crisis). I'm also serving as the co-chair of the Greater New London Clergy Association. Rev. Dr. Paul Hayes of Noank Baptist Church is my partner in that endeavor.

Most thrilling to me is that our worship services – the glowing center of our shared experience – continue to be joy-filled, challenging and nourishing. Our attendance has once again increased – most notably, at our summer services. That Souls show up with such enthusiasm is truly sign of embodied hope for the world that we are creating together.

And because these events show up nowhere else in these pages, I want to thank Sandy Geaman who every year creates our beautiful Make-Your-Own Craft Fair to kick off the holiday season; the excellent auction crew who once again brought this fun-filled event to successful fruition; and the dedicated Souls

who pull together what is known as the “best Tag Sale in town”. Their efforts have helped us all.

My gratitude to all of the Souls who serve in leadership positions and those who quietly toil in the vineyard – everyone who helps us to create and sustain a welcoming, caring, justice-seeking congregation.

And my thanks to the fine and dedicated staff who bring their considerable gifts to serve the All Souls' vision of ministry.

I continue to be deeply honored to serve you.

With love and gratitude,

Reverend Carolyn Patierno

PRESIDENT'S REPORT - 2014

The All Souls Board of Trustees' role is three-fold: discernment, strategy and oversight. The Board began its work this year with a summer retreat, during which we renewed our Board covenant, outlined our vision of ministry for the year and discerned the congregation's "Open Question".

Some of the highlights of this past year have been:

- Installed Rev. Caitlin O'Brien as our Associate Minister
- Welcomed Rebecca Bryan as our Ministerial Intern, marking the beginning of our work as a teaching congregation
- Hired Drew Collins as our Acting Choir Director
- Hired Arlene Stoltz as our Religious Education Administrator. Her 10 hour per week position combined with Rev. Caitlin's 25 hour per week position brings us to full-time for our religious education staffing
- Hired Jesse Edwards as our sound technician to add to the quality of our Sunday morning worship
- Served as a mentor congregation in the New England Leap of Faith program partnered with the UU Church of Haverhill, MA
- Updated our Long Range Plan in partnership with the Program Council
- Facilitated five conversations with the congregation concerning our Open Question: "How do we integrate money and our spiritual lives to further All Souls' vision and mission?" Going forward we have work to do as a congregation to create an active and thoughtful Stewardship Team. Nominating and Leadership Development is hard at work on this task.
- Created new policies in the areas of governance and management
- Charged the following task forces:
 - Safety and Emergency Procedure
 - Campus Task Force (part of the team prepared to sell our Huntington Street building, the other investigated building designs and zoning realities in preparing for future construction)
 - Staffing (originally charged to investigate staffing models in anticipation of Arlene Gundlach's retirement in December. However, at the last Board meeting, this charge was retracted due to budget limitations)
- Organized and participated in the Next Steps Weekend with UUA consultant Rev. Tricia Hart as we plan the path forward for our campus

As I end my second year as president I want to thank the fabulous Board that I have had the pleasure of working with this year: Clare Evento, Helen Avalos, Bob Bunting, Linda Yuhas, Maris Cornell, Maria Bareiss, Josh Smith, Janet Marolda and Callan Veltheim. Rev. Patierno sits in on all Board meetings as well, and this

year Rebecca Bryan joined our Board meetings and retreats. We are a hard working team, yet our Board meetings are marked with laughter, fun, sharing, and true respect. We have gotten to know each other better as we worked together, helping to create the congregation that all of us hope to see.

I especially want to acknowledge the three Board members who will be leaving Board work at the end of June. Thanks to Linda and Josh for serving for 4 years each on the Board, and to Callan Veltheim for being our youth representative on the Board.

And a final thank you to each and every one of you – for saying “yes”, for doing the work of the congregation, for offering your financial commitment to support our mission, for supporting me during these last few years, and for being there for each other. It has been an honor and a pleasure to serve as your president.

Lynn Tavormina
President

BOARD SECRETARY'S REPORT

Six new members joined the congregation on June 16, 2013: Maureen Gallagher, Tom Lescoe, Mark Robel, Barb May, Katelyn Sanders, and Rosemary Staropoli. We will be welcoming new members on May 18.

21 individuals have been removed from the membership roll. A complete list of the 226 members as of May 18, 2014 follows this report.

The average Sunday attendance for summer services from July 7 to September 1, 2013 was 120. The average attendance from September 8, 2013 to the present is 206.

rites of passage

Child Dedications

Azalea Kathleen Morgan Barber
Emory Irene Venditto Connell
Parker Rose Venditto Connell
Sadie Meredith Venditto Connell
Sati Oya James-Carnes
Joanna Wren Spurr
Owen Zupka

Weddings

Audry Grill & Dave Pacifico	Mystic Seaport
* Gillian & Jonathan Toth	All Souls – Unity Hall
Nicholas Donovan & Amy Benoit	Westerly Yacht Club
Dorothy Halsey & Garrett Sandberg	Harkness Chapel, CT College
** Sarah Blefeld & Steve Archibald	Branford House
** Andrea Taylor & Kellen Sikora	Harkness State Park
Tricia Jacobsen & Greg Machinski	Inn at Old Saybrook
** Breigh Boudreau & Patrick O'Leary	All Souls - Chapel
* Mary Henderson & Josh Berube	All Souls – Unity Hall

Memorial Services

Janet Coe *
Wally Fenn *
Don Farrington *
Corey Murphy Hunt **

All Souls also hosted the annual Homeless Memorial Service

* Member of All Souls

** Related to member

Submitted by Helen Avalos, Board Secretary

TREASURER'S REPORT

Fiscal Year 2013-2014

As fiscal year 2013-2014 draws to a close we are currently projecting a larger deficit than we originally anticipated: \$15,168 vs. the original budgeted deficit of \$9,465. We finished last year with a surplus of \$7,045, which has been applied to expenses for the possible sale of our Huntington Street property. As of May we are now projecting a shortfall of just over \$15,000 or 4% of expenses. Any remaining surplus is planned to be applied to reduce this deficit at year end.

Through April we have also raised \$14,720 for our Good Neighbor Offerings and \$2,999 for Dedicated Offering projects.

Over the past several years our operating budgets have benefitted from subsidies other than pledge income. Until 2012 residual capital campaign funds helped cover our mortgage cost. Through 2013 the cost sharing income we received from the Homeless Hospitality Center helped offset our utility and maintenance expenses for the Huntington Street. And for this year, funds we raised in fiscal year 2012 to increase the hours of our Director of Religious Education will help support the new structure of Religious Education with our Associate Minister and Religious Education Administrator positions.

Now these subsidies are ending and we see the need to move toward a sustainable budget funded mostly by the congregation's financial commitments. Each year we see, however, that the total number of financially committing households remains relatively consistent near 160, this despite a growing number of attendees at Sunday services and an ever-increasing number of children in religious education classes.

Looking to 2014-2015, our proposed budget has a deficit of \$19,902. We are continuing two recent initiatives: congregants are invited to give toward UUA/CBD dues as part of their financial commitment; and registration fees for religious education (including the Dedicated Offering for a scholarship fund). We will maintain all staff positions. We will have additional expenses while Reverend Carolyn takes her well-deserved sabbatical in early 2015.

We have held the line on expenses in nearly all budget lines including the minimal – and in the long-term, inadequate – allocation of \$14,000 for facility repairs and improvement (which includes nearly \$10,000 for mandatory services such as building inspections and snow removal). The proposed budget does not include a cost of living increase for staff; increases requested by most committees; or needed professional expense increases for our senior minister and professional staff.

As in prior years, financial commitments are still coming in. At this writing we are @ \$6,000 below last year's annual campaign. Nonetheless, as with last year the Budget Committee and the Board have authorized moving forward with a deficit budget anticipating that incoming financial commitments will significantly mitigate the shortfall.

Thank you to everyone who has been so incredibly generous this year as we continue to move our congregation forward, bringing our ministries and programs to so many within and beyond our walls!

Respectfully Submitted,
Bob Bunting, Treasurer

**All Souls UU Congregation
Proposed Budget 2013-2014 for
May 18, 2014**

REF		Actual FY 2012-13	Actual FYTD 2013-2014 (April 30)	Amended Budget FY 2013-14	Projected FY 2013-14	Proposed Budget FY 2014-15
1	Income					
2	Funds From Capital Campaign Donations			0	0	0
3	Funds From Previous Fiscal Year Surplus			0	0	0
4	FY 2012-13 Surplus-Allocated	3,400		0	3,400	0
5	Contributions Unrestricted					
6	Regular Offerings	14,539	10,084	14,000	11,500	13,000
7	Financial Commitments Collected from Previous Fiscal Year	7,200	8,825	6,500	8,825	7,500
8	Financial Commitments Collected for Current Fiscal Year	278,064	240,267	274,000	280,000	281,803
9	Financial Commitments Prepaid for Next Fiscal Year	0		0	0	0
10	RE Registration Fees		4,110	7,500	4,100	7,500
11	Total Contributions Unrestricted	299,803	263,286	302,000	304,425	309,803
12	Restricted Contribution					
13	Emerging Ministries		0	2,000	0	2,000
14	Ministerial Intern Compensation		2,534	3,000	3,000	3,000
15	Dedicated Offering	4,493	4,209	0	5,830	0
16	D.O. Sound Tech	0		0	0	0
17	UUA,CBD Dues	8,405	5,100	10,790	8,000	10,920
18	Total Contributions Restricted	12,898	11,843	15,790	16,830	15,920
19	Fund Raising Income					
20	Auction	12,956	10,720	12,000	11,000	12,000
21	Sail Fest & Other Parking	3,150	2,718	3,600	2,718	2,700
22	Tag Sale	3,678	0	3,000	3,000	3,000
23	Total Fund Raising Income	19,784	13,438	18,600	16,718	17,700
24	Fellowship Events					
25	Basket Raffle-Music Night	0		0	0	0
26	Bookstore	(382)	(342)	0	(300)	0
27	Craft Fair	704	349	300	300	300
28	Friday Night Folk	634	2,173	500	2,000	1,000
29	Thanksgiving Pies	510	610	400	610	400
30	Other	60	74	0	0	0
31	Total Fellowship Events Income	1,525	2,864	1,200	2,610	1,700
32	Total Fund Raising & Fellowship Events	21,309	16,302	19,800	19,328	19,400
33	Interest & Dividend Income	576	427	600	600	600
34	Investment Income Oil Wells	535	363	500	500	500
35	Total Investment Income	1,111	790	1,100	1,100	1,100
36	Mission Related Building Use Fees					
37	Courthouse Parking	14,664	12,220	14,664	14,664	14,664
38	Meditation	2,464	2,071	2,000	2,000	2,000
39	Huntington Street Rental	12,804	3,201	2,134	3,201	1,000
40	Other: Weddings, Memorial Services, Yoga	2,645	4,316	1,700	4,000	2,700
41	Total Mission Related Building Use Fees	32,577	21,808	20,498	23,865	20,364
42	Special Donations					
43	Bequest or In Memory Of	1,940	5,250	1,300	5,300	2,000
44	Goodwin Bequest			0	0	0
45	RE Scholarship Fund					2,000
46	Miscellaneous	1,622	3,889	1,000	3,300	2,000
47	RE Director Carry Over Fund	0	0	11,800	5,900	5,900
48	Total Special Donations	3,562	9,139	14,100	14,500	11,900
49	Total Income	374,659	323,167	373,288	383,448	378,487
50	Expenses					
51	Administrative					
52	Copying, Mail & Supplies	8,533	9,142	9,900	11,600	9,900
53	Expenses President	0		0	0	0
54	Expenses Vice President	0		0	0	0
55	Payroll/Other	1,346	1,171	1,350	1,400	1,350

**All Souls UU Congregation
Proposed Budget 2013-2014 for
May 18, 2014**

REF		Actual FY 2012-13	Actual FYTD 2013-2014 (April 30)	Amended Budget FY 2013-14	Projected FY 2013-14	Proposed Budget FY 2014-15
56	DRE Search	0		0	0	0
57	Website	299	577	350	600	350
58	Total Administrative	10,178	10,889	11,600	13,600	11,600
59	Facility Repair and Improvement					
60	Recurring Facilities Expenses	13,890	10,082	14,000	14,000	14,000
61	Improvement Projects	0	555	0	555	0
62	Capital Reserve Fund					2,500
63	Total Facilities	13,890	10,637	14,000	14,555	16,500
64	Technology	173	1,350	430	1,500	430
65	Ministries and Programs					
66	Campus Ministry	144	28	130	130	130
67	Caring community	0	0	0	0	0
68	Denominational Affairs	0	0	60	0	60
69	Elder Journey	616	538	250	300	250
70	Fellowship Program	55	0	0	0	0
71	Green Sanctuary	0	0	0	0	0
72	Hospitality /Fellowship	1,163	1,560	1,200	1,600	1,200
73	Humanist Group	0	0	0	0	0
74	Library	0	0	0	0	0
75	Membership	560	666	700	700	700
76	Music	2,016	865	1,000	1,000	1,000
77	Nominating/Leadership	774	767	1,000	1,000	1,000
78	Public Relations	148	74	0	150	0
79	RE Program Adult	(406)	(110)	0	(110)	0
80	RE Program Youth	3,037	1,738	2,750	2,750	3,000
81	Small Group Ministry	0	40	65	65	65
82	Social Action	1,059	951	1,200	1,200	1,200
83	Stewardship	324	354	1,000	400	500
84	Sunday Services	2,078	1,042	2,000	2,000	2,000
85	Sabbatical (1/1/2015-6/1/2015=5 month)					
86	Increase Ministerial Intern Hours (10 Sundays)	0		0	0	2,000
87	Re Administrator increase	0		0	0	500
88	Pastoral Emergency Coverage	0		0	0	0
89	Increase for Sunday Services	0		0	0	0
90	Subtotal Sabbatical	0		0	0	2,500
91	Total Ministries and Programs	14,606	8,514	11,355	13,935	16,605
92	Dedicated Offering	3,840	0	0	5,830	0
93	Emerging Ministries		0	2,000	0	2,000
94	Goodwin Bequest/Capital Improvements		1,138	0	0	0
95	Insurance	7,975	8,144	8,100	8,144	8,100
96	Leap of Faith-UUA Initiative	0	95	500	95	0
97	Mortgage					
98	Mortgage Interest	27,023	21,396	25,345	25,345	25,345
99	Mortgage Principal	34,667	30,013	36,345	36,345	36,345
100	Total Mortgage Payments	61,691	51,409	61,690	61,690	61,690
101	Parking Lot Expenses			0	0	0
102	Personnel Costs					
103	Staff Salaries & Wages					
104	Administrator Compensation	23,032	17,464	22,500	22,500	22,500
105	Administrator Continuity					
106	Administrator Aid Compensation	0	1,716	1,700	1,716	0
107	Choir Director Compensation	11,861	10,036	12,217	12,217	12,217
108	Bookkeeper Compensation	12,245	9,826	13,600	13,600	12,800
109	Ministers Compensation	82,580	71,716	85,105	85,105	85,105
110	RE Nursery/Child Care Provider Compensation	1,021	1,328	1,100	1,600	1,100
111	Non-RE Child Care Provider Compensation	0		0	0	600
112	Organist Compensation	4,219	3,675	4,346	4,346	4,346
113	Housekeeping Compensation		4,714	6,100	6,000	6,100

**All Souls UU Congregation
Proposed Budget 2013-2014 for
May 18, 2014**

REF		Actual FY 2012-13	Actual FYTD 2013-2014 (April 30)	Amended Budget FY 2013-14	Projected FY 2013-14	Proposed Budget FY 2014-15
114	Holiday Bonus/Compensation	2,000	0	0	0	0
115	Sound Technician		1,818	0	2,200	2,200
116	Sexton	0		0	0	0
117	RE Director & Associate Minister Compensation	32,101	30,592	36,360	36,360	36,360
118	RE Administrator Compensation	0	3,487	7,250	5,800	9,576
119	RE Classroom Aid Compensation	962	53	1,100	53	1,000
120	RE Staff Subtotal	33,063	34,132	44,710	42,213	46,936
121	Total	170,021	156,425	191,378	191,497	193,904
122	Independent Contractors					
123	Cleaning Service	5,444	0	0	0	0
124	Accompanist Choir Rehearsal	2,795	2,624	3,290	2,900	3,290
125	Accompanist Sunday & Special services	4,729	3,917	5,200	4,500	5,200
126	Accompanist-Memorial Services	250	690	500	500	500
127	Piano & Organ Maintenance	730	1,715	730	1,600	730
128	Childcare Misc. Providers Wages	92	0	120	0	0
129	Ministerial Intern Compensation		2,534	3,000	3,000	3,000
130	Total Independent Contractor	14,040	11,479	12,840	12,500	12,720
131	Total Salaries & Ind. Contractors	184,061	167,904	204,218	203,997	206,624
132	Social Security Tax Paid	4,522	4,624	5,400	5,700	5,400
133	Staff Benefits					
134	Minister	10,330	8,750	10,800	10,800	10,800
135	Associate Minister	478	3,488	4,800	4,800	5,200
136	Administrator	5,472	4,434	5,850	5,850	3,900
137	Total Staff Benefits	16,280	16,673	21,450	21,450	19,900
138	Staff Professional Expenses					
139	Choir Director Professional Expenses	80	0	0	0	500
140	Minister Professional Expenses	2,969	2,650	3,000	3,000	3,000
141	Associate Minister Professional Expenses	425	215	1,500	500	1,500
142	Ministerial Intern Professional Expenses					500
143	Total Staff Professional Expenses	3,474	2,865	4,500	3,500	5,500
144	Total Personnel Costs	208,337	192,066	235,568	234,647	237,424
145	Utilities					
146	Electric Huntington Street	5,963	3,961	4,500	4,500	3,500
147	Gas Huntington Street	0		0	0	0
148	Oil Huntington Street	5,190	5,496	4,500	6,500	5,500
149	Water Huntington Street	1,358	433	1,400	700	700
150	Electric Jay Street	8,456	9,465	9,200	11,000	10,000
151	Gas Jay Street	4,999	8,684	5,800	8,500	8,000
152	Water Jay Street	828	821	900	1,300	1,300
153	Telephone Jay Street	2,929	2,718	3,000	3,300	3,300
154	Internet/Computer	0	0	100	100	100
155	Security System Maintenance	537	518	720	720	720
156	Total Utilities	30,260	32,097	30,120	36,620	33,120
157	UUA,CBD Dues					
158	Congregational Contribution	3,000	0	0	0	0
159	Individual Contribution	8,405	5,100	10,790	8,000	10,920
160	Total UUA,CBD Dues	11,405	5,100	10,790	8,000	10,920
161	Total Expenses	362,355	321,437	386,153	398,616	398,389
162	Net Operating Income	12,305	1,730	(12,865)	(15,168)	(19,902)
163						
164	FY 2012-13 Surplus-Unallocated		6,545	7,690	0	

FINANCE COMMITTEE

The Finance Committee provides oversight for the congregation's financial health. Every month statements of income and expenses are reviewed with our Treasurer to compare actual numbers with our projected budget. If significant variance occurs, our duty is to analyze and then propose adjustments to keep our financial position stable.

Ella Agranovich has been our Bookkeeper since December of 2008. She does an outstanding job of managing deposits and payroll expenditures, paying the bills as well as preparing monthly and annual reports.

Preparing next year's budget has been a challenge. Utility expenses were much higher than budgeted due to the severe winter. We thank Clare Evento as Board of Trustees liaison for all her help throughout the year, as well as Lynn Tavormina, Neal Overstrom, and Jackie Pick for assisting with putting together the 2014-15 budget for presentation to the congregation.

We extend our gratitude to the Board who served as this year's Stewardship Team. Financial commitment from 151 pledges amounts to \$297,356 toward the 2014-15 budget as of this writing.

Our thanks also go to the many people who helped with fellowship and fundraising events, especially to the Auction Team led by Tracey Rose and the Tag Sale Team led by Barbara Montgomery and Tracey Rose.

And finally, my thanks go to our Treasurer, Bob Bunting, for his dedication and support and to the members of the Finance Committee for your time, your discernment, and commitment to our Congregation's mission and vision.

Respectfully submitted,
Anthony H. Rose, Chair

Committee Members: Pat Abraham, Rob Casey, Noel Coe, Neal Overstrom, Bob Madeira and C. William Stamm

RELIGIOUS EDUCATION FOR CHILDREN AND YOUTH

What a joy it was to be installed as your Associate Minister this past November! We have had a busy year together in worship, classrooms and beyond. This year, I have cherished the time to have pastoral conversations with parents about life's changes and losses, and the complexities of parenting. And my time in the pulpit in Unity Hall and in Children's Chapel has enabled an exciting dialogue with children, youth and adults alike. Our Religious Education Administrator, Arlene Stoltz, was hired in November to bring RE staff hours to 35. I worked with our Curriculum Circle Leader, Carolyn Starr, to craft the content of each lesson plan, while Arlene helped me with the logistics needed to deliver the programming outlined below.

Nursery

We are grateful for Rebecca Devery's warm and reliable presence in our nursery on Sunday mornings. We also launched a volunteer recruitment effort that yielded a solid team of volunteers who help out once a month. We also recruited paid childcare staff to serve as occasional back-up for child care for Sunday morning and events. This staff strengthening has enabled us to consistently offer the support that parents need to attend worship, meetings and events while their young ones are cared for.

Preschool – Kindergarten and 1st-2nd grade

We thank Diana Corazzelli, Carol Irwin, Paul Lombardi, and Angela Mock for their work with our youngest classroom of learners. And we thank Kim Ammerman, Audrey Daigneault, Betsey Fox, and Peter Hart for their guidance of our first and second graders. Both age groups experienced a "Spirit Play" curriculum, involving the telling of a story through objects; a "wondering" discussion and time to respond through art and play. The stories always related back to our 7 UU Principles and were drawn from the spiritual sources of our faith community. This age group also participated in Mindfulness and Emotional Intelligence instruction, including themes of patience, gratitude, and the practice of meditation and yoga.

The first and second grade class experienced the *Our Whole Lives* (OWL) sexuality and faith curriculum, focused on the sacredness of birth, babies, bodies and families. A program that requires extensive teacher training and parent orientation, OWL was a great success in this classroom. We thank OWL teachers Shawn Heard, Laurel Holmes, Phil Love, and Karen Mangiacotti for their work with these children.

3rd – 5th Grade

We thank Jamie Alpha, Tracy Burns, Todd Ledbetter, and Pam Neidig for their work with our 3rd-5th grade class. In their “Sing to the Power” curriculum, they related the 4 elements (Fire, Water, Air and Land) to concepts of power (the power that comes from passion, flexibility, contemplation and groundedness). This class also researched and presented to the congregation a Good Neighbor Offering in support of Mystic Aquarium’s marine mammal rescue program. Students also participated in Mindfulness and Emotional Intelligence instruction, with meditation and listening exercises, as well as discussion of empathy and the harms of bullying.

6th-8th Grade

We thank Michael Hart, Katie Van Dyke Heard, and Shami Salter for working with our middle school class this year on themes of Ethical discernment. Using two Unitarian Universalist curricula, “Amazing Grace” and “Compass Points,” they explored our potential for good and bad choices, the influence of others on those choices, and the people and practices that support our development of a healthy conscience.

This group also experienced OWL, which focused on the physical and emotional changes of puberty, as well as themes of communication and decision making. OWL was a great success with this age group as well. We thank Nick Evento, Kristen Helal and Bryon Tilley-Rovira for their work with these youth.

High School Youth Group

We thank youth group advisors Sean Elliot, Jennifer Hunt and Tony Rose, as well as rotating mentors Kim Ammerman, Andy Derr, Doug Fortin, David Gonzalez-Rice, and Todd Ledbetter for their work with this group. The first half of the church year involved watching and discussing episodes of the popular television series, “Lost”, which explores themes of fate, good and evil, karma, life after death, and more! The second half of the year has been an experience of small group ministry, focusing on topics that the youth chose, such as Star Wars; guns in our culture; and life after death. The youth also enjoyed outings such as Sunday brunch, bowling and a trip to a trampoline park.

Children’s Chapel

In addition to the above-described classroom experiences, four Children’s Chapel services were offered, exploring the following themes: “Social Justice: learn, choose, take action,” “Animal Welfare,” “Songs of Hope,” and “Love Follows Us.” Thanks to the many adult volunteers who help to make this worship experience enriching!

Social Justice

Early in the church year, the children and youth chose animal Welfare as the social justice issue they wanted to focus on this year. They have been taking collections, researching needs, and developing plans to make an impact. The two recipients of support will be the New London Animal Shelter and Mystic Aquarium's marine mammal rescue program. Thank you to Social Justice circle leader, Natasha Singer, for her support of this effort!

Music

Thank you to Music Circle Leader, Joyce Werden, for coordinating volunteers Maria Bareiss, Liz Binger, Becky Noreen, and Heidi Toala to sing with the children and youth every Sunday. Their spirited guidance has brought music to each classroom and provided some of the most touching moments in multigenerational worship this church year.

Events

Thank you to Heidi and Hans Veltheim for working with Arlene and me to offer the RE kickoff breakfast, Halloween party, bowling outing, and the Special Friends dinner. Their creative ideas helped to enliven these fun filled events that remind us of the joy of just having a party together!

This summer, we look forward to taking time to craft another meaningful year of Religious Education, and to the simple pleasure of Summer Fun & Games.

Respectfully submitted,

Reverend Caitlin O'Brien
Associate Minister

Religious Education Classes:

Number of Children/Youth registered: 72

Average Attendance: 45

MINISTERIAL INTERN

This first year serving as your Ministerial Intern has been amazing. The congregation, lay leaders, staff and your ministers – in other words – everyone, has been welcoming, caring and supportive. You have truly embraced being a teaching congregation. For that I will be forever grateful.

My time has been spent on a variety of things. I have preached nine times and been a part of most worship services. This has included serving as worship leader, liturgist and preacher. It has been a joy to work with and learn from both Carolyn and Caitlin. I am also very grateful to Sean Elliot and David Gonzales Rice, each of whom helped to create and lead a worship service with me during the year. Worship truly is the glowing center of the congregation.

I have regularly participated in Board meetings and retreats and the Sunday Services committee. I have also joined with Elderjourney, the Caring Committee, the youth group and the UU Campus Ministry.

My ministerial formation has included officiating at weddings and memorial services here and at my home congregation in West Hartford, CT. Pastoral care has also been a part of my formation. It has been my honor to meet with Souls to discuss life, its challenges and joys, and to make hospital visits.

My learning in multicultural growth and social justice has included facilitating a class with Helen Avalos. "Examining Whiteness" is a combination of small group ministry and facilitated adult spiritual education. The class focuses on white privilege and encourages growth in self-awareness on the personal and systematic privileges afforded based on race. There are 20 committed participants. Five of us are representing All Souls at the annual Growing Racial and Cultural Equity (GRACE) summit of the Clara Barton and Mass Bay districts.

This class has also led to our hosting Stephen Pevar, a nationally recognized lawyer for the ACLU. Stephen is coming to All Souls to speak on the rights of Indians and tribes. The event will be open to the public. We hope to have broad community participation from New London and our neighboring tribes.

Other social justice work has included working with Board members Clare Evento and Janet Marolda to bring a wayside pulpit to All Souls. Efforts are also underway to partner with muralist Mike Alewitz in creating a mural depicting our UU values on the outside of our building. Mike is a muralist who lives in New London. His work is found around the globe. Our hope is to engage our neighbors, youth in particular, in this exciting endeavor. Many thanks to David Gonzales Rice for his efforts on helping to make the mural a reality.

My learning took off while Carolyn was away on sabbatical during the month of March. I look forward to more of the same, and even better, when she is on her five-month sabbatical next year.

Thanks especially to the members of the Teaching Parish Committee who have and provided ongoing support in every way. The TPC meets monthly, and has been diligent and responsible in all of the paperwork that goes on behind the scenes with my seminary and the UUA.

I am deeply grateful for this experience. Many thanks to each and every one of you for being a part of All Souls and of my learning.

Love,
Rebecca Bryan
Ministerial Intern

Teaching Parish Committee Members:

Ginny Campbell, Chair
Sean Elliot
Paul Shaffer
Carol Thompson
Peter Whipple

NOMINATING & LEADERSHIP DEVELOPMENT (N&LD)

Accomplishments:

- Supported the cost of sending leaders to several workshops and events sponsored by the Clara Barton District.
- Facilitated three *Serving with Grace* discussion groups touching on spiritual lay leadership and our roles at All Souls. Seventeen Souls participated in these inspiring meetings.
- Prepared the slate of nominees for Finance, Membership, Board, Stewardship and N&LD 2014/15
- Succession procedures are in development

Challenges:

- We had a small committee and had to narrow our focus so as not to overwhelm our volunteers.

Respectfully submitted,
Denise Davies, Chair

Committee Members: Nick Evento, Christian Reitmeyer, Karen Mangiacotti

SUNDAY SERVICES MINISTRY TEAM

The Sunday Services Ministry Team is responsible for tending to the congregation's worship life. The Team works closely with the minister to create transformative worship services.

This year ministerial intern, Rebecca Bryan, has attended meetings and participated in service planning. We had a retreat in the early fall in order to learn more about each other, create a covenant and discuss our mission and vision.

Discussion was held during several meeting concerning a potential shift in the way that we approach the element of the liturgy named as "Creating and Sustaining Beloved Community" (the sharing of joy, sorrow, and concern). We reached consensus for a new approach. Now a book is placed in the lobby for people to write what they want to be shared with the congregation. These are shared by the worship leader. We also set up an email address, Belovedcommunity@allsouls.net, to which Souls could indicate their joy, sorrow and concern. These are also shared on Sunday morning. As well, Souls are invited to come forward to light candle in silence.

A training for new worship leaders was held in April. Several ministry team members attended Clara Barton District workshops related to creating worship as well as "Sermon Writing for Lay Leaders".

Services and Rites of Passage included: Water Communion, Sawain Vespers, Child Dedication, Reverend Caitlin O'Brien's Installation; Advent Vespers; Credo Service; and Flower Communion.

The ministry themes for September through June were: Forgiveness; Grief and Release; Spiritual Practice; Letting Go; Transformation, Beauty, Hope, Covenant, and Sabbath.

Average attendance for the Sunday Services from September through June was 206. Average attendance for Summer Services was 120.

Respectfully submitted,

Carol Thompson, Chair

Committee Members: Radha Jill Richmond-Covey, Len Salter, Barbara Metz, Barbara May, Shirley Clarno, Joanie DiMartino

SUNDAY TOPIC LIST

Date	Sermon Topic / Title	Speaker
2013		
7/7/13	"It's A Beautiful Day in the Neighborhood"	Shami Salter, Tony Rose
7/14	"All Creatures Great and Small"	Shirley Clarno & Maris Cornell
7/21	"Art We Love"	Karen Gonzales-Rice, Rev. Carolyn Patierno
7/28	"Running For Your Life"	Heidi Veltheim, Josh Smith
8/4	"Maiden, Mother, Crone"	Isis James-Carnes, Heidi Toala, Priscilla Newell
8/11	"My Favorite Relative"	Frida Berrigan, Patrick Sheehan-Gaumer
8/18	"The Book That Changed My Life"	Suzanne Wingrove-Haugland, David Arnold
8/25	"My Favorite Teacher/Favorite Student"	Judith Crotty, Glenn Cornell
9/1	"For Jobs & Freedom"	Rev. Carolyn Patierno
9/8	Water Communion: "Gather the Waters: We Begin Again in Love"	Rev. Carolyn Patierno
9/15	"Atonement or Repentance"	Rabbi Carl Astor
9/22	"Look to This Day for Forgiveness"	Rebecca Bryan, Ministerial Intern
9/29	"We Forgive Ourselves & Each Other..."	Rev Carolyn Patierno
10/6	"Speaking of Death"	Rev. Carolyn Patierno
10/13	"Grief: What is There to Say"	Carol Thompson
10/20	"A Sense of Place"	Rev. Carolyn Patierno
10/23	Samhain Vesper Service	Rev. Carolyn Patierno
10/27	Annual Service of Remembrance: "Good Grief"	Rebecca Bryan
11/3	"What's In a Name? Actually a Lot" – Child Dedication	Rev. Carolyn Patierno
11/10	"Like A Prayer"	Rev. Caitlin O'Brien
11/17	"Your Money & Your Life: Giving as Spiritual Practice"	Rev. Carolyn Patierno
11/24	Installation of Rev Caitlin O'Brien	Rev. Carolyn Patierno & Congregation
12/1	Credo: It Matters What You Believe	Nory Oakes & Lee Boltz
12/4	Advent Vesper Service	Rev. Carolyn Patierno
12/8	Under a Classroom Doorway	Rebecca Bryan
12/15	Winter Solstice Service	Rev. Carolyn Patierno & Drew Collins
12/22	"Jingle All the Way"	Revs. Carolyn Patierno & Caitlin O'Brien & Rebecca Bryan

Date	Sermon Topic / Title	Speaker
12/24	Christmas Eve: "In a dream, I saw a city invincible..."	Rev. Carolyn Patierno
12/25	Christmas Day	Carol Thompson & Shirley Clarno
12/29	Multigenerational Service	Radha Jill Richmond Covey

2014		
1/5	"The Middle Time"	Rev. Carolyn Patierno
1/12	"Universal Salvation: A Gift from our Universalist Forbearers"	Rebecca Bryan
1/19	"MLK and the Power of Transformation Leadership"	Rev. Carolyn Patierno
1/26	"I Would Like to Write a Beautiful Prayer"	Rev. Briallen Hopper
2/2	"Beauty as Spiritual Impulse"	Rev. Carolyn Patierno
2/9	"Money and Spirit: They Go Together Like ..."	Rev. Carolyn Patierno
2/16	"Beauty, Truth, Love, and the Eye of the Beholder"	Erik Wingrove-Haugland, Ph.D.
2/23	"The Winter Sky ... Turning to Spring"	Rev. Carolyn Patierno
3/2	"Otherizing"	Rebecca Bryan
3/9	"Living Awake"	Rebecca Bryan
3/16	Music Sunday	Becky Noreen & Drew Collins
3/23	"The Future is Bright"	Rebecca Bryan
3/30	"Thank Goodness for Angels"	Rev. Caitlin O'Brien
4/6	"Let There Be Peace on Earth, and Let it Begin with Me"	Rev. Carolyn Patierno
4/13	"A Path to Peace"	Rebecca Bryan
4/20	"You Can Never Really Tell: Anything Might Happen on Easter"	Revs. Carolyn Patierno & Caitlin O'Brien & Rebecca Bryan
4/27	"How We Do Peace in the World"	Rev. Carolyn Patierno
5/4	"Who We Are: Covenantal Not Creedal"	Rev. Carolyn Patierno
5/11	"Wherever you go, I will go ..."	Rev. Caitlin O'Brien
5/18	"Learning to See: The Work of a Lifetime"	Rebecca Bryan
5/25	Memorial Day	Rev. Carolyn Patierno
6/1	Psalms 23	Rev. Carolyn Patierno
6/8	Sabbath & Holy Fun	Rev. Carolyn Patierno
6/15	Religious Education Sunday	Rev. Caitlin O'Brien
6/22	Flower Communion	Revs. Carolyn Patierno & Caitlin O'Brien & Rebecca Bryan
6/29	Service at General Assembly, Providence, RI	

MUSIC MINISTRY TEAM

Accomplishments

- Acting Choir Director, Drew Collins led a retreat to start off the year. We focused on music theory & social and team building activities.
- Led Music Sunday on "Songs of Hope" that was well received
- Sang for the Solstice and vespers services
- Helped to craft a service that honored Kit Johnson's dedication and passion for the Music Ministry he helped create
- Singing with the children every Sunday. The children sang for services on Christmas Eve, Music Sunday, Easter, and to honor Kit Johnson for his retirement. They will also sing for RE Sunday
- Drew composed several pieces to tie in with monthly ministry themes. They were fun to perform and well received, as well as being reflective of UU values
- More consistent music offering on the Sundays when the choir wasn't singing
- Intergenerational Music Night
- Instituted a choir line up and processing ritual that eases transitions in the worship service
- Established a handbook for incoming choir members

Challenges

- Went slightly over budget buying new music; the current budget has insufficient funds to buy music that we need for the size of our choir. (Copyright laws prohibit photocopying)
- Were not able to designate a volunteer Music Librarian

A big thanks to our accompanists, Gery Elliot, Bil Groth (staff) and John Metz (member). We also bid a warm send off to Kit Johnson who nurtured our whole music program for so many years and welcome Drew Collins who will be continuing on as Choir Director.

Respectfully submitted, Becky Noreen, Chair

Committee Members: Barbara Metz, Debbie Baker, Nick Evento

FACILITIES TEAM

The ministry of the Facilities Team is to make the campus a welcoming, safe and comfortable space. We make it possible for congregants to develop and grow spiritually and to support our collective mission and vision of ministry. Work completed since July 1, 2013 includes:

Huntington Street:

During this past year we contracted for the painting of all of the classrooms and hallways in the Krag Wing in preparation for the sale of the building or, if necessary, for our use. All of the baseboards were missing but the team decided not to replace them. The community room air conditioner was installed or removed as the seasons changed and the insulating plastic on the windows replaced. The furnace continues to need attention at least once or twice per week. The Krag Wing door to the big room was repaired. We did some preliminary work on the inventory of the contents of the building in preparation for its sale. We try to check the building on a regular basis and performed needed housekeeping tasks.

Jay Street:

We often perform general maintenance and cleaning that is beyond the scope of our cleaning person on staff. We patch and paint walls where items have been removed or moved and other general maintenance tasks such as lubrication latches, changing bulbs and ballasts, washing the kitchen floor, straightening up of the storeroom, and tightening the screws in all the chairs. The carpet in Unity Hall and the hallway were professionally cleaned. The leaking window in the greenhouse roof is receiving continual attention. The parking lot bumpers were re-anchored as needed and repainted a first coat. They will receive the second coat as the weather warms. A bracket was installed to support the coat rack that backs up to the Calming Room. New roof drain strainer caps were ordered to replace the ones that break. The roof drains cleared of leaves, debris and snow to insure proper drainage. The light fixture over the sinks in the women's room was replaced. A contracted electrician repaired lights, and is working on fixing the emergency lighting fixtures that are defective.

Grounds:

We have performed continuing maintenance of shrubs and trimming tree branches that block lights or signs. The entrance to the Jay Street facility is constantly being swept and tidied. We continually trimmed weeds at both buildings and in winter, the path to the oil tank at the Huntington Street building was kept clear. The C letters, designated for courthouse parking, were repainted.

Special thanks go to the volunteers who helped this year: Denton Hoyer, Karen Leach, Lynn Tavormina, Tony Rose, Peter Whipple, and Andy Derr.

Facilities Team: Sid Gardner, Chair, Pat Abraham, Platt Arnold, Spencer Johnson, Bob Lavoie, and Tony Szarmoski.

MEMBERSHIP

The Membership Committee's function moved away from guiding newcomers through the process of becoming members toward inviting them to explore All Souls and Unitarian Universalism through attending a series of new workshops and small group ministry sessions. This enabled us to follow up on and support newcomers as they integrated into the congregation. We also stopped dividing our number into either "members" or "friends." Instead, we adopted more inclusive language – now referring to all people attending and supporting All Souls as "congregants." There were several reasons for this shift one of which is the changing nature of congregational life in general. Fewer seekers feel compelled for formally join congregations and yet, are fully integrated in congregational life. As well, Karen Gonzalez-Rice led a focus group which indicated that the previous delineations were off-putting to some people.

We continue to staff the Welcome Table and strive to embody the spirit of radical hospitality as we meet those who are searching for a spiritual home. A big thanks goes to Heidi Toala who designed our beautiful new welcome signs. We have updated our Newcomers Guide and the Exploring All Souls brochure.

Twenty folks attended one or more of our workshops. So far, 10 have expressed desire to become "official" members.

We are particularly proud of the development of new workshops:

- A history of Unitarian Universalism and All Souls
- UU principles
- Getting connected
- My place in the congregation
- Workshop on discernment

Peg Snow Madura & Susanne Coulton-Covey developed 5 small group ministry sessions & facilitated with compassion. We thank them for their contribution. Thanks also to David Burnside and Vic and Janet Marolda who hosted meals at their homes. Thanks to Paul Shaffer and Clare Evento, who led tours of the Huntington Street building.

Thanks to Lynn Tavormina, Reverend Carolyn, and Board liaison Janet Marolda for their support.

Respectfully submitted,
David Gonzalez-Rice and Nory Oakes, Co-Chairs

Committee Members: Joel Ackerman, Nancy Harding, John Metz and Barbara Plummer

SOCIAL JUSTICE

Although we have left social justice's systematic field fallow this year, there is much to report. A new system will be put into place this summer implementing the Circle Leadership model we use for our religious education ministry. The areas of concentration will be: Systematic Change; Good Works; Good Neighbor Offering; and Growing Racial and Cultural Equity (GRACE).

Systematic Change

In February 2012, George Zimmerman fatally shot a young African American man, Trayvon Martin. On July 13, 2013 he was acquitted for his actions. In the wake of this verdict, Reverend Caitlin and I crafted and facilitated two community discussions each of which were well attended.

Out of those discussions came a petition sent to the Governor of Florida protesting the "Stand Your Ground" law that allowed for such a travesty of justice. This petition was also sent to each of the nearly 30 states with similar laws.

Ministerial Intern, Rebecca Bryan and Helen Avalos co-facilitated an Adult Spiritual Exploration class entitled, "Examining Whiteness". Twenty Souls participated several of which attended the GRACE summit (see Rebecca's report for details). Rebecca also coordinated a forum addressing issues concerning American Indians.

With the Greater New London Clergy Association, I was involved with a forum on Immigration Reform held at Lawrence & Memorial Hospital.

Good Works

With Karen Leach's leadership, All Souls now provides an additional Community Meal on the third Saturday of the month (in partnership with volunteers from Second Congregational Church) in addition to the fifth Saturday meal we have staffed for years. The venue has shifted from our own campus to the New London Community Meal Center. As well, we continue to provide volunteers one day a month at the Meal Center.

Judith Crotty and Gillian Toth, each previous Community Meal Coordinators, have kept their hands in this ministry providing menu planning and shopping, respectively.

Other Good Works included:

- Coordinated by Pat Murphy and Barbara Brockhurst through the Neighborhood Alliance, provided Christmas gifts for a family in need
- Pat Murphy brought the "Dress a Girl Around the World" campaign to All Souls. Souls used the provided pattern to craft dresses from pillow cases that are then sent to girls in countries where resources are scarce.

- The students in Campus Ministry hosted a Spring party for the children living at Phoenix House, Covenant Shelter, and Genesis House and served a lovely dinner to their mothers and grandmothers. The Huntington Street community room was full of joyful energy!
- A team from All Souls participated in the Walk to End Homelessness.

As well, we have opened our building to the following organizations for meetings and events: Caring Hearts Adult Day Care, Red Tail Learning Center, Fiddleheads, CT State Music Teachers Association, Homebirth, Adult Children of Alcoholics, Alanon, Drop-In Learning Center, Safe Futures, Walk for a New Spring (St. Francis House), Planned Parenthood.

Good Neighbor Offering

Once again, the congregation gave away one offering a month to local, national, and international organizations doing justice work. Thanks to Frida Berrigan, David Gonzalez Rice, and Katelyn Sanders for coordinating this effort. The list of recipients follows:

Homeless Hospitality Center
 Sea Research Foundation, Mystic Aquarium
 International Rescue Committee Syrian Refugees
 Safe Futures
 UU Service Committee Guest at Your Table
 Minister's Discretionary Fund
 Planned Parenthood
 UUSC Philippines Relief Fund
 UUA "Join the Move" Campaign"
 Pies for Peace War Resisters League and Wounded Warrior Project
 Covenant Shelter
 FRESH (Food: Resources, Education, Security, Health in New London)
 City of New London

Respectfully submitted with thanks to all justice-seeking Souls,

Reverend Carolyn Patierno

SAFETY TASK FORCE

In November of 2013, the Board of Trustees charged a Safety Task Force with the following:

- Identify responsible personnel to respond in medical, fire, and armed intruder / disruptive persons emergencies
- investigate and prioritize needed equipment and other ancillary costs,
- develop a time line for creation and implementation of a safety plan in each of the named areas

Reverend Aaron Payson, one of the founding members of the UU Trauma Response Team, offered a training to All Souls and neighboring congregations this past fall. The Safety Task Force utilized the materials provided to us at this training.

The work plan included the following:

1. Review related literature
2. Determine security issues in the Jay Street building
3. Determine commonality of procedures for 3 teams
4. Identify congregants with medical and / or security experience
5. Establish teams
6. Meet with essential leaders and staff
7. Meet with essential community representatives
8. Each team draft procedures
9. Task Force draft policy
10. Present draft policy and procedures to Board at the April meeting
11. Task Force draft training materials and recommendations

The Board approved appointing a Safety Committee and developing Safety Teams to be active during Sunday services. Training materials are currently being drafted, and a plan for roll-out to the congregation is being developed.

Maris Cornell, Chair
Safety Task Force

Task Force Members: Judith Crotty, Pat Abraham, and Lynette and Sid Gardner.

CAMPUS MINISTRY

Campus Ministry at Connecticut College continues to gather spiritually and religiously progressive students on a weekly basis for rest, fellowship, and spiritual exploration. Georgiann Burdette continues to serve as an important part of this ministry, providing care (and home-baked desserts!) week after week.

For the first time we also had representation from Mitchell College.

The students' service project involved All Souls' neighbors residing at Phoenix House, Covenant Shelter, and Genesis House. Twelve children and their mothers and grandmothers ventured to All Souls where we threw quite a party for them. As there is little opportunity for these children to socialize with peers, this party was heartily enjoyed by all – not the least of which by the students themselves. It was a wonderful afternoon.

In my role as college chaplain, I led a monthly mid-week, mid-day meditation service at Harkness Chapel and coordinated the Baccalaureate, held commencement weekend. I officiated a memorial service and tended to the college community's spiritual needs.

Seven students will graduate this year and another two will be studying abroad so, we will soon welcome a new set of seekers on Sunday evenings.

Respectfully submitted,

Reverend Carolyn Patierno

SMALL GROUP MINISTRY

Supporting and Nurturing One Another on Our Spiritual Journeys

Small Group Ministry (SGM) is a way to connect with others who wish to explore values and ideas of spirituality in a small and supportive setting. The groups number between 6 -12 members and are led by two trained co-facilitators. Sessions in the fall are 90 minutes and occur once or twice a month for 8 sessions. We use a consistent format and now have a total of 65 topics from which to choose.

In the summer months we offered SGM on a drop-in basis following the Sunday services. This opportunity offered a glimpse into the SGM experience as well as a way to get to know other people. These sessions were well attended.

The fall SGM season included four small groups which met for eight sessions. For the first time, one of the groups met in Norwich! In addition, groups formed in February and in March – both met once a week at All Souls for the month.

This year SGM was tapped to deepen the Youth Group's & Membership's programming. Peg Snow-Madura and Denise Davies conducted a training session for the Youth Group Advisors to help with the start of a SGM program for the youth. As well, the Exploring All Souls participants met for 5 SGM sessions spread throughout the year.

In September the steering team held a facilitator training. Several facilitator support meetings were held during the year to answer questions and provide guidance and support. In total, 71 congregants participated in SGM (not including the summer SGM-Lite sessions).

We extend our heartfelt gratitude to the facilitators. As we deepen our connections to each other we are better able to care for and support each other—to minister to each other. We couldn't do this without our wonderful facilitators.

Respectfully submitted,

Peg Snow-Madura

Steering Committee: Barbara Metz, Peg Snow-Madura, Denise Davies

Facilitators: Liz Avalos, Laurie Blefeld, Shirley Clarno, Susanne Colten-Carey Betsey Fox, Carol Irwin, Tracey Rose, Peg Snow-Madura, Nel Udo, and Linda Yugas

CARING COMMITTEE

Throughout the past year, this congregation has again demonstrated its great capacity for kindness by providing support and assistance to fellow Souls, whenever and wherever needed. We have been there for each other in times of illness and loss as well as in times of joyous celebration. We've shared calls, notes, e-mails, visits, cooked meals, baked, tended chores, provided transportation. Equally important, we have taken time to listen.

We are a good and giving congregational family.

Thank you for all you do.

Respectfully,
Betsey Fox, chair

HISTORIAN

There are a couple of notable historic items to report on. For the second year in a row, New London Landmarks organized a walking tour of downtown historic churches during the week between Christmas and New Year's. Sandy Geaman and Sylvia Carpenter hosted and led the tour through the Huntington Street Chapel. The chapel was mentioned in an article in *The Day*. Observers were quoted describing the architecture's aesthetic appeal and simplicity.

Emily Morash, a visiting professor at Connecticut College, was commissioned by the Board to write an architectural report on our historic building. The report is thorough and recommendations are included. The report is available to anyone who is interested.

Clare Evento
Historian

NEWSLETTER

Every month Pam Neidig, Reverend Carolyn and I put together the congregation's central communication avenue. Jan Larson helps in this process by editing the final copy. The newsletter involves a mountain of details, is time sensitive, and for it to run smoothly, over a dozen contributors must submit their best effort each month.

We are fortunate to have Pam Neidig as newsletter designer. Despite her very full life, she does a great job of putting everything together, and meeting the deadline each month.

We will once again combine the July/August newsletter as vacation time in the summer often conflicts with newsletter deadlines.

We use the MailChimp Program for our newsletter email mailings. We send our newsletter via email to over 500 people. We also send about 55 copies via "snail" mail to those who do not have computer access. The weekly E-blasts are sent via MailChimp too.

Respectfully submitted,
Arlene Gundlach
Office Administrator

SUMMER CAMP FOR ALL AGES

Our third summer camp for all ages was held August 13-17 with 35 participants. The theme was Siyahamba, Walking in the Light of Love. We marked the 50th anniversary of the March on Washington, and learned about walking as social justice witness. Victoria Christgau of the King Center for Nonviolence was our special guest. We also did a trust walk, a walking meditation, and dance walking. Camp fees, the Minister's Discretionary Fund, and the Emerging Ministry Fund covered expenses.

Submitted by
Jan Larson

ELDERJOURNEY

Members and friends of All Souls who are age 65 and beyond meet on the second Tuesday of each month. They enjoy lively discussion, occasional speakers and the fellowship of peers.

The following programs were held:

In October our guest was All Souls member and artist Ruth Sussler. She showed several of her paintings of New London scenes and spoke about how she was inspired to paint them.

For the November meeting the group joined with other Souls to participate in the "Open Question" gathering: "How can we integrate money and our spiritual lives to further All Souls vision and mission?—Where's the joy?: Exuberant Giving". The group also participated in the February 11 "Open Question" gathering: "Giving in the 21st Century: Your contribution's impact"

In December the holiday party was held in Unity Hall. We enjoyed a delicious lunch together, a visit from Santa (Jonathan Harger), and a "Yankee Swap". There were also musical performances by yours truly, Reverends Carolyn & Caitlin and John Metz. As always the party was great fun!

In April we had a surprise guest in Reverend Thomas Schade, a good friend of Reverend Carolyn's and an inspired public theologian. It was a rich and enjoyable discussion.

In May group travelled to Harkness State Park in Waterford for a picnic lunch and a tour of the Spring Gardens led by our own Pat Murphy.

In June we are looking forward to a trip to Michael's Dairy for fellowship over an ice cream cone.

In July 2 we will go to Goodspeed Opera House in East Haddam to see *Fiddler on the Roof*.

It was a great year of fun and fellowship and open to all age 65 and beyond. Please join us!

Respectfully submitted,
Arlene Gundlach

SANGHA

Our group meets twice weekly in the Vail library, Tuesdays 7:15 a.m. and Wednesdays 5:30 p.m. We are open to members of All Souls and to the wider community, including those who are experienced in meditation and those who wish to learn to meditate. Meetings usually include 30 minutes of silent or guided meditation, 10 minutes of walking meditation, and 15 minutes of dharma sharing.

On the second Wednesday of each month coordinator Pamala Lewis offers 30 minutes of Meditating with the Body, a guided meditation focusing on body awareness. There have also been opportunities recently for participants to enjoy silent, morning long meditation, at members' homes. These meetings allow people to deepen their individual meditation practice.

The Sangha helped organize a weekend meditation retreat last October at Senexet House in Woodstock. John Bell, a Boston area teacher, presented "Mindfulness and Emotional Healing." He skillfully wove together mindfulness, practice of silence, song, walking, deep sharing, discussion, and guided meditations, into a weekend of self discovery.

Our group has contributed many books and CD's to the All Souls library, on topics of Buddhism, meditation, and mindfulness. These resources are available for borrowing.

The meditation group seeks to promote compassion, understanding, and healing in the world, by encouraging individuals to experience their own mindfulness and contemplation. It is our hope that such experience contributes to the work of All Souls.

Respectfully submitted,

Jean Jerbert