

All Souls Unitarian Universalist Congregation

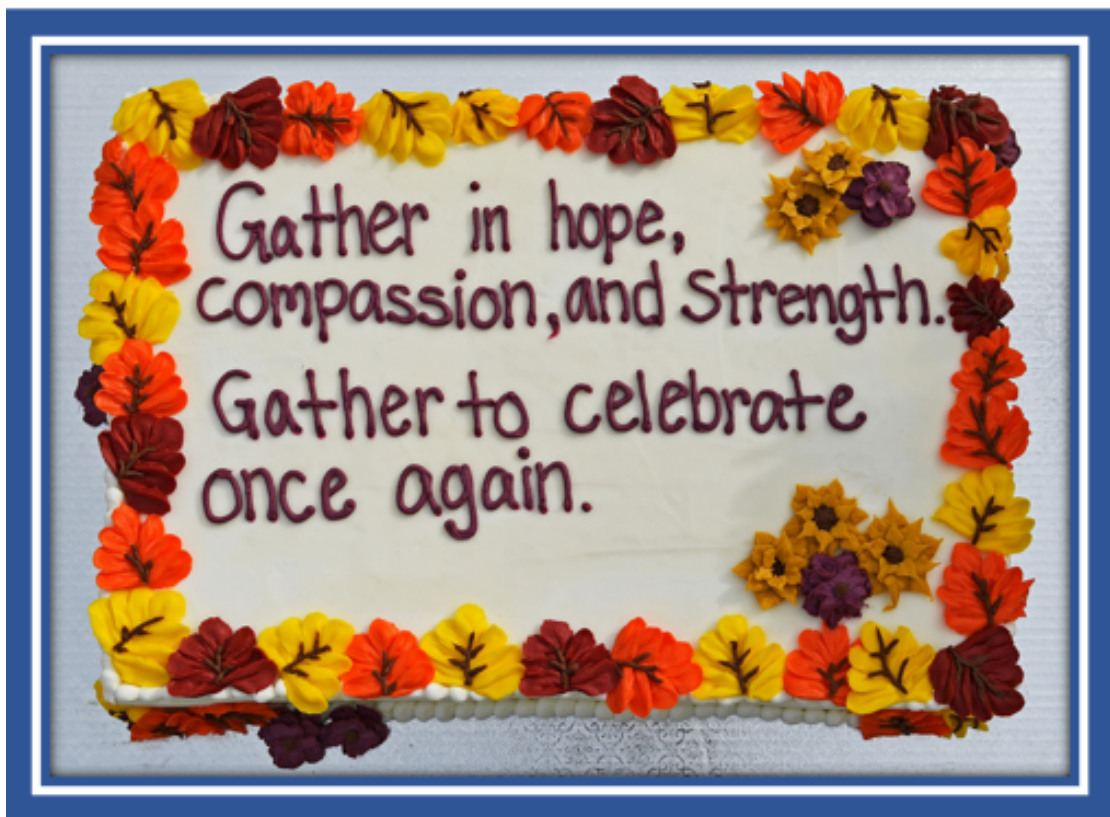
Annual Report

2021-2022

All Souls Unitarian Universalist Congregation

19 Jay Street, New London, CT 06320

May 22, 2022



Congregation Officers

President – Sally McGee

Vice President – Karen Ethier-Waring

Treasurer – Janet Beebe

Secretary – Katrina Bercaw

Board Members-at-Large

Danielle Gutowski-Mello

Janet Marolda

Bob Mountz

Jonathan Towne

Bruce Cummings

Ministers

Senior Minister - Reverend Carolyn Patierno

Associate Minister - Reverend Caitlin O'Brien

Affiliated Community Minister - Reverend David Horst

Affiliated Community Minister - Reverend Mark Robel

Staff

Director of Faith Formation - Perry Montrose

Office Administrator – Tammy Barber

Choir Director - Kathryn Aaron

Musical Accompanists – Gery Elliott and Bil Groth

Audio Visual Technician – Jesse Edwards

Faith Formation Administrator - Regina Mosley (through 11/21) Arlene Stolz (12/21 - 6/22)

Bookkeeper – Ria Brooks

Custodian – Julian Rodriguez

Director of Religious Education Emerita

Sandy Geaman

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2022 – 2023 Leadership Slate

Board of Trustees

President: Karen Ethier-Waring	(Term 2, year 1)
Vice President: Sally McGee	(Term 2, year 1)
Secretary: Katrina Bercaw	(Term 1, year 2)
Treasurer: Janet Beebe	(Term 1, year 2)

At Large

Danielle Gutowski-Mello	(Term 1, year 2)
Jonathan Towne	(Term 1, year 2)
Robert Mountz	(Term 2, year 1)
Paul Carolan	(Term 1, year 1)
Alex Oleszak	(Term 1, year 1)

Board Committee Chairs

Membership: Lynn Tavormina	(Term 2, year 2)
Stewardship: Susan Bouregy	(Term 1, year 2)

Nominating and Leadership Development (NLD)

Linda Sargeant	(Year 3 of three year term)
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Other members of NLD

Henrietta Mountz	(Year 3 of three year term)
Cathy Smith-Carolan	(Year 2 of three year term)
KC Cloud	(Year 2 of three year term)
Maria Bareiss	(Year 1 of three year term)

Finance Committee co-chairs

Clare Evento	(Year 1 of one year term)
Joel Akerman	(Year 1 of one year term)

Facilities Committee

Sid Gardner	(Year 1 of a one year term)
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Annual Congregational Meeting

All Souls Unitarian Universalist Congregation

Sunday, May 22, 2022

Meeting at 11:15 a.m. (after the service)

**The meeting will be live-streamed on the All Souls YouTube channel
If in the online pews, please arrange to vote by Proxy (see below)**

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.

1. Call to Order and reading
2. Recognition of volunteers
3. Approval of minutes from the May 16, 2021 annual meeting
4. Approval of Annual Report from fiscal year 2021-2022
5. Approval of leadership slate
6. Approval of slate of delegates to UU General Assembly
7. Approval of 2022-2023 budget
8. Building Project Update
9. Adjourn

Please note: According to All Souls' bylaws, in order to vote at a congregational meeting, a person shall have been a member for at least sixty (60) days and made an annual financial commitment in support of All Souls' Ministries for the current fiscal year.

"Proxy Voting" can be executed for those members who are unable to attend in person. Proxy votes do not count toward our quorum. No member may vote more than one proxy. For proxy form click [here](#) or pick up a hard copy at the office.

Email or mail your proxy form to office@allsouls.net to assure receipt no later than Thursday, May 19, 2022.
19 Jay Street
New London 06320

Draft Minutes of the Annual Congregational Meeting
May 16, 2021
Meeting at 11:15 a.m. in Unity Hall

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.*

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Note: The meeting was conducted via Zoom virtual meeting technology due to the restrictions on meeting in person resulting from the ongoing novel coronavirus pandemic of 2020/2021.

Call to Order at 11:22 a.m.

Members present: Sixty four members were registered. The quorum (20% of 251 members) is 50. In addition, 14 proxies and/or multiple votes by member households were cast.

Agenda

1. Call to order from President Sally McGee and welcome from Reverend Carolyn Patierno.
2. Recognition ceremony. President Sally McGee read the names of volunteer board members and committee chairs and members. She announced a donation was given in their names to the New London Community Meal Center. Reverend Carolyn Patierno thanked President Sally McGee.
3. Approval of the minutes of the Annual Congregational Meeting on June 7, 2020. **Liz Binger moved that the draft minutes of the Annual Congregational Meeting on June 7, 2020 be approved. Angela Mock seconded the motion. The motion passed.**
4. Annual report. **Sean Elliot moved that the Annual Report for fiscal year 2020-2021 be accepted as presented. Katrina Bercaw seconded the motion. The motion passed.**
5. Election of Officers, Trustees, and Committee Chairs. **George Dowker moved that the slate of nominees for 2021-2021 be elected. Kyle Murray seconded the motion. The motion passed.**
6. Authorization of delegates to General Assembly. **Bob Bunting, Carol Bunting, Karen Ethier-Waring, Sue Frankewicz, and Audrey Daigneault confirmed their willingness to serve.**

Bob Bunting moved these persons be appointed; Charles Schott seconded the motion. The motion passed.

7. Board treasurer Tom Lescoe gave an overview of the 2020-2021 operating budget.
8. Approval of the 2020-2021 operating budget. **Kathy Spindler moved that the budget for fiscal year 2020-2021 as presented by the finance team be adopted. Liz Binger seconded the motion.** General discussion followed. **The motion passed.**
9. Board president Sally McGee and Reverend Carolyn Patierno gave an overview of the work being done by the Safe to Return Team (START). Mark Roble gave a report of START's work. The congregation was given an opportunity to ask questions.
10. Adjourn

The meeting adjourned at 12:39 pm.

David Burnside, Secretary

Senior Minister – Reverend Carolyn Patierno

It was a boomerang kind of year, Dear Souls. It began with a determined effort to “refresh” our church building ahead of our September in-person reunion. Thanks go to Rev. Mark Robel for getting that effort off the ground, coordinating the many volunteers and contractors involved in the effort, and to Carol Irwin who later assumed leadership. The kitchen was more than refreshed, it was redesigned for ease of movement and additional workspace with new appliances as well. Thanks goes to Janet and Vic Marolda for leading the way; Frank Massey for design contributions; and Sid Gardner who with Vic did the lion-share of the carpentry work.

We gathered in September for the Water Communion, masked, vaccinated, humming the hymns, and foregoing coffee hour. I will always remember that first moment on the chancel standing before 85 Souls with more in the online pews. The congregation began cheering before a word was spoken. We all felt the deep emotion that pulsed through the sanctuary. It was a poignant moment among many through the course of the year.

In November, we celebrated 20 years of shared ministry in this, my 20th year serving All Souls. We had the great joy of welcoming Rev. Lane Mairead Campbell to the pulpit; hearing the choir sing *in person* (and masked) and; enjoying a festive outdoor celebration. Thanks go to the planning team: Sally M Bruce Cummings Karen Hope Clare Joel Ginny Laurel

And alas, as the holiday season neared, the Omicron variant made its presence known. The Safe To Return Team made the decision to shut down yet again. All Souls returned to online worship, this time with worship leaders and musicians live-streamed from the sanctuary. Once again, the congregation was supportive of these measures and resilient in maintaining a sense of community.

Infection rates turned down, as predicted, weeks later. In mid-February we reconvened in-person and continue in person at this writing. Mask guidelines were loosened only to be reemployed by the choir and strongly encouraged for the rest of the congregation as, again, infection rates began to rise. That's life right now and for the foreseeable future. We adjust as needed.

This year has been one of regrouping and imagining a future with this new reality. Last fall the Board recommended and the congregation supported a pause in our pursuit to renovate our building. At this year's annual meeting a process will be shared by which we'll decide upon a new plan based on current needs.

I pinned a postcard to my bulletin board recently that reads, “Change is good.” We'll all keep that in mind as we adjust to the reality that in December, Rev. Caitlin O'Brien will be stepping away from All Souls. Her ministry has been a boon to All Souls' mission for which she is highly

respected and loved. Our farewell to Rev. Caitlin will be bittersweet as we celebrate with her as she embarks on a new career path.

We had the joy of finding a new choir director, Kathryn Aaron, who has even in her brief time with us has brought so much joy and hope for our shared future.

My engagement beyond our walls continues. I serve as co-chair of the Greater New London Clergy Association; I've recently been named as the President of the Board of Directors of the Immigration Advocacy and Support Center and I serve on the American Rescue Plan Act grant committee for the funds the New London Department of Human Services is dispensing. Through my participation, these commitments help to keep All Souls engaged with the wider community.

All Souls served as the sponsor for October's March for Abortion Rights just before the Supreme Court of the U.S. was to reconvene. Facilitated nationally by Women's March National, Emmy Franklin, Laurel Holmes and I served as the lead organizers for the New London march. Over 300 people attended, many of whom were from All Souls. At this writing, All Souls is sponsoring and Emmy Franklin and Clare Evento are serving as lead organizers for a similar rally that will take place May 14.

It's been a good year full of twists and turns and joy and sorrow. I'm ever grateful for the faithful leadership of all the Souls who help us navigate these waters. A special shout-out to out-going Board President, Sally McGee whose steady leadership, ever grounded in her dedication to All Souls' mission, has been key in keeping us on track.

Thanks also goes to the staff and ministers with whom I'm honored to serve. Their good humor, skill, flexibility and grace are a joy to behold.

Here's to a good year that comes to a close, and to all that awaits us in the year to come.

With Love and gratitude,

Reverend Carolyn

Associate Minister – Reverend Caitlin O'Brien

It is very difficult to believe that I am submitting a report for my tenth year of ministry at All Souls. As with the previous nine, this year has been filled with new learning experiences and the relational grounding of an amazing community of faith. This ministry is difficult to quantify, but each month, I do report to the board how my part-time schedule tends to break down. This year, 45% of my time was spent on worship, 25% was spent on pastoral care, 20% was spent on general staff communication and planning, and about 10% was spent on volunteer coordination.

I served as worship leader or co-leader on 25 Sundays this year, about half of our worship services. With my sermons, we explored themes like equanimity, learning to grieve, practicing softness, cancer's place in our lives, dialogue across difference, and the order that there might be in chaos. In Sunday services, we staff found ways to be present to Souls online and in person at the same time. We've made worship accessible in ways that we hadn't yet figured out before the pandemic. For some Souls, this means catching the service on one's own time. I've been struck by how our number of YouTube "views" increases throughout the week!

Sharing Circles have continued online through this church year thanks to leaders Carol Cassidy, Carol Irwin, Kathy Fleissner and Susanne Colten-Carey, and their fellow facilitators Becky Noreen, Heidi Iorio-Chriss, Moira Herbert, and Peg Snow-Madura. While in person and evening sessions were offered, folks seemed to overwhelmingly prefer daytime zoom. Touching on topics of depth, delight and curiosity, this team of volunteers has helped a substantial number of Souls to be aware of one another's lives in ways that are spiritually sustaining.

Our team of outreach volunteers shifted to quarterly contacts this year. Like our online services, this is something we had not done before the pandemic, and we now find it to be important to continue going forward. I'd like to express my gratitude to Betsey Fox, Carol Thompson, Erika Harger, Ginny Campbell, Heidi Iorio-Criss, Kathy Spindler, Kyle Murray, Linda Sargent, Nicolo Festa, Paul Carolan, Peg Snow-Madura, and Radha Richmond-Covey for helping to weave the fabric of our community of care. As best it can, a church should know how its people are doing, and its people should feel they are known. These volunteers – and so many of you on an informal basis – help us all to know we are each held in community.

Unitarian Universalist theologian James Luther Adams said that "church is where people go to practice being human." Programming such as our "Braver Angels" workshop about communicating across differences, and the "Final Wishes" workshop (being planned anew) are ways that we can talk about difficult topics with Souls who are practicing being human alongside us. Together, we've been able to create brave space for addressing topics that many of us have found intimidating. It's been an honor to explore this ground with you.

I will be concluding my time at All Souls in December 2022. May the several months we have together be fruitful and graced by the pastoral connection we share.

With gratitude and love, Reverend Caitlin

Board of Trustees President - Sally McGee

It's hard for any of us to put words to what this year has been. But, through it all, your All Souls Board of Trustees has taken the trust you put in us (literally) and in partnership with our cherished and incredibly hard-working staff and ministers, supported this community we all love so much. Usually, the board has kept up with the whirlwinds - at least we always try! Even with the chaos of the world, these are a few highlights from our year:

- **Balanced budget** – Following the careful legacy of previous boards of trustees, FY22 is ending with All Souls in a strong fiscal position. This was our second full year without a mortgage, and even with new expenses, including technology to support virtual and hybrid Sunday services, we expect to end the year as we had anticipated (see Janet Beebe's treasurer's report for details). Thanks to our wonderful treasurer and finance committee for their hard work to keep us fiscally sound.
- **Building project and capital campaign** – As we returned to in-person worship, our building was in serious need of a “refresh”. In line with our original capital improvement plans, much of the interior was repainted, Unity Hall was recarpeted, new curtains installed, and the kitchen was significantly improved. But, the pandemic made major capital project decision making nearly impossible. So, we put a large portion of our capital nest egg to work with [Capital for Change](#) for a term that ends in December 2022. As the pandemic recedes, and we have a clearer picture of the congregation's needs and financial ability, we will begin developing a new plan for major improvements.
- **25 Jay St** – Our House of Hope continues to be just that, currently housing an immigrant family while they transition to a more permanent living situation. Thanks to Lynnette and Sid Gardner and Janet and Vic Marolda for their constant and always-quick attention to all that is needed to keep this old house in good working order.
- **Solar** – With the hard work put in by board members Katrina Bercaw and Janet Beebe, along with Jonathan Harger, and Vic Marolda, the board approved installation of a solar system for 19 Jay St that will result in significant savings to our annual budget, and more importantly, transition us away from dependence on fossil fuels.
- **Personnel** – The board has supported staffing transitions, including hiring new Choir Director, Kathryn Aaron; supporting Carolyn in her mini-sabbatical; and now preparing for Caitlin's departure later this year.
- **Lots of other things** that any board member would be happy to talk with you about!

Those are the highlights. But a list makes it sound like volunteering on the board is a one way street – giving to our congregation. It is not. Personally, I have gotten so much from working with this board. The camaraderie, support, and love that trustees share has been a critical part of my ability to withstand the pandemic. So, thank you, dear Souls, for giving me the chance to serve.

With gratitude,
Sally McGee, President

Karen Ethier-Waring, Vice President, Janet Beebe, Treasurer, Katrina Bercaw, Secretary
Members at large: Bruce Cummings, Danielle Gutowski-Mello, Janet Marolda, and Jonathan Towne

Secretary of the Congregation

All Souls welcomed 17 new members this year.

On May 8, 2022 we welcomed Barb Caplan, Stu Caplan, Brendan Cunningham, Kayla Cunningham, Glen Graebner, Rebecca Graebner, John Green, Olympia Gregory, Michel Guiraldelli, Arlene Gundlach, Vanessa Hawke, Craig Kent, Linda Ness, Gwen Oelckers, Lisa Ritz, Mike Ritz, and Laurie Schott.

Rites of Passage

Coming of Age:

Alex Cunningham, Kianna Ego, Kaitlyn Elliot, Lorelai England, Estlin Davies Smith, and Gray Veltheim

Weddings:

Ryann Gilot & Rob Madeira - Bella Fiore, Norwich (Both Rev. Carolyn & Rev. Caitlin officiated)

Memorial Services:

*Charlie Kroll - died February 2020 - Memorial service August 2021 (delayed due to pandemic)

*Barbara Brockhurst - died November 2020 - Memorial service August 2021 (delayed due to pandemic)

*Jeanne Martin - died November 2021 - Memorial service April 2022

**Jonathan Crider - Harkness Chapel at Connecticut College, March 2022

*** Alejandro Melendez-Cooper - Harkness Chapel at Connecticut College, December 2021

* Member of All Souls

** Friend of All Souls

*** Community member

Treasurer's Report – Fiscal Year 2021-2022

This report includes financial information from July 1, 2021 to March 31, 2022. Although we have another three months until the end of our fiscal year, I will let you know where we are as of March 31, 2022 and where we are in the 2022-2023 budget process.

As of March 31, 2022 we had a positive net income of \$28,210. Based on past history I believe we will end the 2021-2022 year close to our budgeted net loss of \$12,318.

Although we expect to have a loss, we are still financially sound as we have the following cash and assets:

- \$54,515 Dime Checking
- \$161,557 Dime Savings
- \$62,906 UUA Endowment Fund
- \$1,579,253 Fixed and Other Assets

Jay Street Ministries (25 Jay Street):

- \$8,303 Dime Checking (restricted)
- \$125,200 Fixed and Other Assets

Capital Campaign (Restricted):

- \$226,868 Charter Oak Federal Credit Union Checking and Savings (restricted)
- \$400,000 Capital For Change Investment (restricted)

A big THANK YOU to the Stewardship Committee for all their hard work on the 2022-2023 campaign. We currently have \$384,580 in pledges and \$3,470 in one-time budget donations. This is \$17,747 above last year's pledges of \$370,303. We truly appreciate the work that they do. We could not continue our mission without them.

Although I helped with the last two budgets as a member of the Finance Committee, this is my first year creating the budget for All Souls. To help me understand what was needed, I referred to the UUA compensation guidelines and national projections for increases in health and commercial insurance. I consulted with our bookkeeper, Reverend Carolyn, Perry, and all of the committee chairs. I have also reviewed the budget with the Board of Trustees and the Finance Committee.

After the budget hearings on May 1st and May 3rd some adjustments were made and on May 12, 2022 the Board of Directors voted and approved the budget presented to you today. Some of the items of interest in the 2022-2023 budget are as follows:

- The budget includes \$7,000 income from a Tag Sale. We will need a committee and lots of help to make this happen.
- A 3% cost of living wage increase was given for all staff.

- An increase of \$3,000 (from \$4,500 to \$7,500) for the staff professional expenses. We are still way below UUA Guidelines of 10% of salary.
- \$20,000 was added to Contract Services to cover the cost of a Sabbatical Minister.

The budget is forecasted to be a \$19 positive net income.

I want to thank you all for your support, patience and encouragement. I have learned a lot in the past year and, with your help, I can continue to learn and grow as your treasurer.

I am asking the congregation to approve the 2022-2023 budget as presented. I believe it is a good and comprehensive budget that will help us to continue our mission.

Sincerely,

Janet Beebe, Treasurer

All Souls Unitarian Universalist Congregation

2022-2023 Proposed Budget

OPERATING INCOME

4000 · Contributions

4009 · Budget Donations	3,470.00
4010 · Offerings	20,000.00
4015 · Special Donations	3,000.00
4016 · In Memory Of	1,000.00
4022 · Pledges 2021-22	15,000.00
4023 · Pledges 2022-23	384,580.00

Total 4000 · Contributions	427,050.00
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4500 · Investment Income Oil Wells

4510 · Chevron	0.00
4511 · Forest Oil Perm/VanZandt-BASA	300.00
4512 · Oklahoma/Interstate Petroleum	60.00
4513 · Plains Marketing LP	170.00
4514 Sunoco/Endeavor Energy	
4517 · Unocal/Oak Prairie Operations L	70.00
4518 · Unclaimed Funds	300.00

Total 4500 · Investment Income Oil Wells	900.00
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5000 · Earned Income

5352 Dime PPP Loan Income

5100 · Fund Raising Income

5100.3 · Craft Fair	500.00
5100.4 · Sail Fest Parking	2,000.00
5100.5 · Tag Sale	7,000.00
5100.6 · FNF	1,000.00
5100.11 · Fundraisings	2,000.00

Total 5100 · Fund Raising Income	12,500.00
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5200 · Restricted Income

5200.2 · Teaching Congregation Funding	0.00
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Total 5200 · Restricted Income	0.00
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5300 · Dividends & Interest

5300.1 · Dividend Income	0.00
5300.2 · Interest Income	200.00

Total 5300 · Dividends & Interest	200.00
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5350 · Special Reserve Funding

5400 · Building/Land Use Fees

5400.1 · Court House Parking Lot	14,664.00
5400.3 · Memorial Services	0.00
5400.4 · Rents/Donations for Use	200.00

5400.5 · Homeless Center	0.00
Total 5400 · Building/Land Use Fees	14,864.00
5500 · Faith Formation	
5501 · FF Scholarship Fund	2,000.00
5502 · FF Registration Fee	2,000.00
Total 5500 · Faith Formaton	4,000.00
Total 5000 · Earned Income	31,564.00
Total OPERATING INCOME	459,514.00

OPERATING EXPENSE

7200 · Staff Salaries and Wages	
7201 · FICA Tax Paid	
7201.1 · Social Security Tax	8,450.00
7201.2 · Medicare Tax	1,990.00
Total 7201 · FICA Tax Paid	10,440.00
7202 · Administrator Wages w LTD	33,100.00
7203 · Associate Minister Salary w LTD	22,200.00
7204 · Bookkeeper Salary	11,200.00
7205 · Choir Director Salary	12,000.00
7207 · Sr. Minister Salary	100,900.00
7208 · Nursery Care Provider Wages	1,200.00
7210 · FF Admin Wages	9,660.00
7212 · Non FF Child Care Provider Comp	300.00
7213 · A/V Technician Wages	4,100.00
7214 · FF Dir. Salary	62,000.00
Total 7200 · Staff Salaries and Wages	267,100.00
7240 · Staff Benefits	
7242 · Life Ins.	
7242.1 · Administrator Life Ins.	270.00
7242.2 · Associate Minister Life Ins.	135.00
7242.3 · Sr.Minister Life Ins	550.00
7242.4 · FF Dir. LifeIns	300.00
Total 7242 · Life Ins.	1,255.00
7241 · Health Ins.	
7241.2 · Associate Minister Health	0.00
7241.3 · Sr.Minister HealthIns	15,000.00
7241.4 · Dir.Of Faith Formation Health	20,200.00
Total 7241 · Health Ins.	35,200.00
7243 · ERISA 403b	
7243.1 · Administrator Pension	3,320.00
7243.2 · Assoc.Minister Pension	2,045.00
7243.3 · Sr.Minister Pension	8,950.00
7243.4 · FF Dir. Pension	6,100.00

Total 7243 · ERISA 403b	20,415.00
7244 · Long Term Disability (in salaries)	
7244.2 · LTD Associate Minister	0.00
7244.3 · LTD Sr.Minister	0.00
7244.4 · LTD FF Dir.	0.00
Total 7244 · Long Term Disability	0.00
Total 7240 · Staff Benefits	56,870.00
7250 · Staff Professional Expenses	
7251 · Choir Dir. Prof. Exp.	500.00
7252 · Sr.Minister Prof.Exp.	4,000.00
7253 · Assoc.Minister Prof. Exp	1,000.00
7255 · FF Dir.Professional Expenses	2,000.00
Total 7250 · Staff Professional Expenses	7,500.00
7500 · Contract Services	
7501 · Accompanist Choir Rehearsal	2,000.00
7502 · Accompanist Sunday	11,440.00
7503 · Accompanist/Music - Other	600.00
7505 · Instruments Maint.	1,000.00
7510 · Sabbatical Minister	20,000.00
8214 · Custodian	9,360.00
7506 · Legal Fees	300.00
7507 · Technology	3,000.00
Total 7500 · Contract Services	47,700.00
8100 · Administrative	
8101 · Mail	950.00
8102 · Copying	6,200.00
8103 · Supplies	1,200.00
8104 · Payroll Intuit Subscription	800.00
8105 · Marketing/Website	600.00
8106 · Faith Formation	3,000.00
Total 8100 · Administrative	12,750.00
8200 · Building & Grounds	
8211 · General Maintenance	4,000.00
8212 · Housekeeping Supplies	1,500.00
8213 · Building & Grounds - Contracts	8,300.00
Total 8200 · Building & Grounds	13,800.00
8220 · Utilities 19 Jay St.	
8220.2 · Electric 19J	7,500.00
8220.3 · Gas 19Jay	6,000.00
8220.4 · Telephone/Internet - 19J	4,600.00
8220.5 · Water/Sewer 19J	2,600.00
8220.6 · Security System Maintenance	1,000.00
Total 8220 · Utilities 19 Jay St.	21,700.00

8250 · Mortgage	
8250.1 · Mortgage Interest	0.00
8250.2 · Mortgage Principal	0.00
Total 8250 · Mortgage	<u>0.00</u>
8520 · Insurance	
8521 · Hazard/Multi Peril	6,500.00
8522 · Umbrella Liability	350.00
8523 · Insurance-Workers Comp	<u>2,400.00</u>
Total 8520 · Insurance	<u>9,250.00</u>
8530 · Committees	
8530.2 · Elder Journey	500.00
8530.3 · Hospitality	2,000.00
8530.4 · Membership	200.00
8530.5 · Music	500.00
8530.6 · Nominating	0.00
8530.8 · Safety Initiative	300.00
8530.9 · Small Group Ministry	50.00
8530.10 · Social Action/Grace	300.00
8530.11 · Stewardship	500.00
8530.12 · Worship Team / Sunday Services	3,000.00
8530.18 · Good Works/Gardeners	175.00
8530.20 · Community Meal	700.00
8530.21 · Volunteer Committee	0.00
8530.23 · Caring Committee	300.00
8530.25 · Denominational Affairs	1,500.00
8530.24 · Green Sanctuary	<u>100.00</u>
Total 8530 · Committees	<u>10,125.00</u>
8590.1 · UUA,CBD paid	12,000.00
8660 · Bank & Brokerage Charges	
8660.1 · Bank Charges	200.00
8660.2 · Credit Card Fees	<u>500.00</u>
Total 8660 · Bank & Brokerage Charges	<u>700.00</u>
Total OPERATING EXPENSE	<u>459,495.00</u>
NET	
INCOME	<u>19.00</u>

Finance Team

The Finance Committee is appointed by the Board of Trustees in accordance with the bylaws Article X, section 1.

The committee meets monthly or bimonthly with the Treasurer. Since the pandemic shutdown that began in March 2020, we have met monthly via Zoom. We review financial reports furnished by the Bookkeeper, Ria Brooks.

Our goal is to compare income with expenditures to project spending levels and needs for the current and coming years and to recommend adjustments as needed.

As this submission is being written, we are working on the budget for Fiscal Year 2022/2023. Earlier this Fiscal Year with the return to in-person services, Finance Committee members began counting Sunday collections in conjunction with Board of Trustee members.

Respectfully submitted,
Tom Lescoe, Chair

Committee members: Pat Abraham, Janet Beebe, Karen Ethier-Waring, Clare Evento, Maureen Gallagher, Kathy Spindler, and Bill Stamm

Lifespan Faith Formation

Our year in Faith Formation began at a hopeful, yet still cautious, time with COVID-19 cases lower and schools meeting in-person. We convened an advising group of parents and consulted with the Safe to Return Team to determine what Faith Formation would look like during a continuing time of adaptation. It was apparent that, most importantly, children and youth needed time together for play and connection. We realized that we needed to keep the curriculum on the lighter side and provide opportunities for fun, within the context of our Unitarian Universalist values and principles.

In the fall, we held sessions outside as much as possible and remained masked when indoors. Classes focused on the themes of the month and holidays. The year started with a Rosh Hashanah tashlich “letting go” ritual at the New London pier. Other Sundays focused on “bouncing back” games and the interconnected web of life. Children also made thank you cards for Reverend Carolyn’s 20th anniversary and practiced gratitude yoga, meditation, and charades. The children learned about festivals of light and played winter holiday games.

In January and February, classes were moved online and the children learned about Tu Bishvat (Jewish Earth Day), National Compliment Day, Chinese New Year (with calligraphy taught by John Sargent), and Black inventors. The end of February brought us back into All Souls, in time for a story with musical preacher Matt Meyer and a children’s Black Lives Matter witness.

March/April brought the hope of spring and learning about moths/butterflies, planting milkweed seeds, honoring our feelings, playing “Save Earth” (an environmental justice game), and planting flowers in front of All Souls (led by Janet Marolda and Jackie Law). Children and youth led two collections for the Homeless Hospitality Center, donating 300 pairs of socks.

Seven youth participated in Coming of Age, with five of them leading the Coming of Age service in January. The class met with a team of advisors on Sundays and with Reverend Carolyn and I on two weeknights each month. They began with a retreat in the Peace Garden and finished by working on the credo process on retreat at Voluntown Peace Trust. A highlight of their journey was a heritage trip to Concord and Walden Pond, where they met a Henry David Thoreau enactor. They toured First Parish Concord, visited Sleepy Hollow Cemetery, and stayed at the Colonial Inn. The youth also prepared and served at the Community Meal Center. Carol Irwin and Becky Noreen facilitated a Coming of Age sharing circle for parents.

Youth Group spent the first half of the year reconnecting with each other and then the Coming of Age youth joined at the end of January, when they decided to play Dungeons and Dragons together, with advisor Emmy Franklin as dungeon master. In the last part of the year, they learned about the 8th Principle Project, focused on anti-racism/anti-oppression, to then present it to the congregation. The youth also went to see the movie Spider-man together and had a camping trip and a hike with other UU youth.

Multigen Worship Services were a part of the rhythm of the year and included Water Communion, Thanksgiving Bread Communion, Christmas Pageant (seated participation), Christmas Eve, MLK Sunday, Music Sunday (children's recorded performance of Magic Penny led by Karen Ethier-Waring), Earth Day, Faith Formation Sunday, and Flower Communion.

Special Events included the Halloween Party (with Youth Group haunted house), Parents Night Out, Movie Night, the Easter Egg Hunt (led by Maria Bareiss, with a visit from Easter Bunny Doug Fortin), and the Special Friends program and party (15 pairs of children/adults). Birthday cards were sent to children and birthday emails continued from Platt Arnold.

Forty-five children/youth participated in Faith Formation, with an additional 15 visitors/guests. Average attendance was 22 children/youth (24 avg. in person; 13 avg. online). There were 26 teachers: Nursery - Jazelle Avery, Lillith Davies-Smith, Arlene Stoltz, and Heidi Veltheim; Pre-K-1st grade – Audrey Daigneault, Shannon Mack, Linda Sargent (lead/ planner), and Hans Veltheim; 2nd-5th grade – Carol Irwin, Becky Noreen, David Horst, and Kate Richards; 6th-8th grade – Alex Clancy, Eileen Ego, Erika Harger, and Angela Mock; COA – George Dowker, Emmy Franklin, Henrietta Mountz, and Shami Salter; Youth Group – Steven Brown, Bob Bunting, and Alexis Capen; Substitutes – Lynette Gardner, Barbara Montrose, and Katie Van Dyke.

Adult Faith Formation opportunities included Sharing Circles, a book discussion series on *Breathe: A Letter to My Sons* facilitated by Judy Beahan, Chris Clouet, and Maggie Clouet; discussion on leading a "simple life" led by Reverend Carolyn; Environmental Justice Movie Night showing *2040*, and a Braver Angels discussion about bridging the political divide and building skills for conversations around differences, introduced by Chris Clouet. For the second year, we held a 3- session program for newcomers considering membership, which focused on our mission themes: welcoming, caring, justice seeking.

There was a staff transition, with Regina Mosley coming on as Faith Formation Administrator in August and resigning in the fall. We were glad to have Regina for the time she was present. Arlene Stoltz agreed to return as FF Admin in the second half of the year. We were grateful to have Arlene's experience and expertise in doing the support work for our programs.

It was a year of reconnecting in person and having fun together, while considering our values as Unitarian Universalists and experiencing personal growth in recognizable ways over the course of the year. Our success was the strong sense of community and the creative ways we found to form our faith with joy and care.

Respectfully submitted,

Perry R. Montrose, Director of Faith Formation

Affiliate Community Minister - Reverend David Horst

Completing my third year as your Affiliate Community Minister, I am grateful for your support of my community ministry as an Outreach Worker at the New London Homeless Hospitality Center. I am proud and honored to be a member of the All Souls ministry team.

I have enjoyed serving as a member of the 2nd to 5th grade Faith Formation teaching team this year. I also preached and co-led Sunday morning worship on three occasions as well as participating in the Water Communion service in September.

I extend special thanks to colleagues Rev. Carolyn, Rev. Caitlin, Rev. Mark, and Perry Montrose as well as congregational staff, members of the Board, and All Souls' members whom I have had the pleasure to get to know.

Stewardship

Each year, the Stewardship Committee takes on the daunting task of organizing the All Souls annual campaign to raise the funds needed to keep our congregation running. Each year that I serve on the Stewardship Committee, I find myself feeling inspired and in-awe of our congregation's generosity and support for All Souls' mission.

This year, the Board set a goal to raise \$410,000, the same goal we set last year and still a considerable increase from last year's campaign which brought in roughly \$370,000.

We asked congregants to consider increasing their pledge by 5% in an effort to help reach our goal. Record-breaking inflation rates made this less possible for some than others. Nevertheless, we saw an average increase of 5.75% among households who pledged last year.

At the end of our campaign, we found ourselves a ways away from our goal. In a stroke of genius, All Souls Treasurer Janet Beebe made an appeal to the congregation at the 2022 budget hearing. Her appeal was for members to increase their monthly pledge by \$20/month, or consider giving an equivalent, one-time donation of \$240. Janet's appeal inspired 22 households, increasing our campaign total by \$8,300!

To date, the Stewardship Committee has raised a total of \$391,350.82 in pledges/donations, a 5.04% increase from last year. We received pledges/donations from 17 households who did not pledge last year, making up 8.68% of the total amount pledged.

Of the 141 total pledging households, 77 increased their pledge! 63 households increased their pledge by at least 5% and 40 households increased their pledge by at least 10%. Though we didn't quite reach the \$410,000 goal, our congregation was incredibly generous and I'm truly grateful for every pledge, no matter how big or small.

In addition to financial success, the Stewardship Committee saw an increase in paperless pledges this campaign! About ⅔ of all pledges were submitted digitally through Google Forms.

As always, the Stewardship Committee received help in making this year's campaign a success. Thanks to Treasurer Janet Beebe for her dedication to the financial wellbeing of our congregation; to Tammy Barber and Ria Brooks for the hours spent entering data and managing spreadsheets; to Suzi Lee Schell, Julia Musgrove, Kayla Cunningham, Hans Veltheim, Eileen Ego, Lisa England, and Sean Elliot for their moving testimony; and of course, to our generous congregation.

Committee Members: Chair, Emmy Franklin, Danny Spurr, Bruce Cummings, Mary Drake, Susan Bouregy, and Carolyn Patierno.

Respectfully submitted, Emmy Franklin, chair

Nominating and Leadership Development

Purpose:

- Prepare a slate of qualified candidates for open elected positions for the Board of Trustees and its officers, and chairs of Board committees including Membership, Finance, Facilities, Stewardship and Nominating and Leadership Development.
- Advocate for and help develop current leaders and identify future leaders.

Main activities and accomplishments:

- Developed a common understanding among NLD members of the purpose, scope, and decision-making process of the NLD Committee.
- Monitored the New England Region UUA Newsletter for relevant workshop offerings and notified appropriate committee/team/ individuals.
- Read and discussed articles relevant to our purpose such as "Where Did Our Volunteers Go?" by Erica Baron.
- Determined that the NLD Committee would function more effectively with a permanent chair, but that shared leadership would be modeled by rotating meeting facilitation and scribing.
- Collaborated with the president and vice-president of the Board, the chair of the Membership Committee and the Growth Through Service team to create a list of possible candidates for open leadership positions.
- Prepared the slate of officers to be delivered to the Board.

Challenges this year:

- Clarifying the criteria to be used to determine who should be asked to fill which positions. It was determined that interests, abilities, availability, compatibility and collaborative willingness and skills all need to be considered. The NLD Committee serves as a gatekeeper and strives to be inclusive as well as discreet. The goal is to create well-functioning committees / teams.
- Reaching out to congregants that have not previously served in a leadership role in the All Souls Unitarian Universalist Congregation.

Respectfully submitted: Henrietta Mountz

Committee Members: KC Cloud, Cathy Smith-Carolan, Karen Jones, and Linda Sargent

Sharing Circles

Supporting and Nurturing One Another on Our Spiritual Journeys.

Sharing Circles are a way to connect with others who wish to explore life, 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 are 90 minutes long. We use a consistent format and now have over 85 topics from which to choose, with 20 others oriented toward specific groups, such as youth, parents and adults 60 and older.

Most of the Sharing Circles were held on Zoom. There were three on-going Sharing Circles for people aged 60 and older. These met every other week, during the day. Continuing thanks to Peg Snow-Madura and Kathy Fleissner for developing most of the senior-oriented topics.

On Thanksgiving Day and Christmas Day, we held remote sharing circles for anyone interested in sharing their thoughts and feelings about the holidays. There were a couple of attendees at each, and all who attended enjoyed the company and the sharing.

During the fall and winter, we offered in-person remote Sharing Circles in the evening. However, there weren't enough participants to hold the Sharing Circles. Souls seem to prefer the daytime zoom meetings.

Monthly, single-topic remote sessions are planned for the late spring and summer of 2022.

In total, about 30 congregants participated in Sharing Circles during the regular year.

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.

Respectfully submitted,

The SC Team: Carol Cassidy, Susanne Colten-Carey, Kathy Fleissner, Carol Irwin

Facilitators for 2021-2022_Sharing Circles: Carol Cassidy, Susanne Colten-Carey, Kathy Fleissner, Moira Herbert, Heidi Iorio-Chriss, Carol Irwin, Becky Noreen, Peg Snow-Madura

Choir

It has truly taken a village to maintain the choir this year.

During the months that Sunday services were entirely online, the choir was able to at least be in touch face-to-face via Zoom meetings set up by the All Souls Office Administrator, Tammy Barber, and coordinated by Platt Arnold, Choir Wrangler.

The choir was able to meet outdoors in the Peace Garden, masked and distanced as the weather got warmer, with directing of the singing shared by Gerald Dillenbeck, Becky Noreen and Charlie Schott. Bil Groth lugged his keyboard, power cords and piano bench to the Peace Garden each time we met, to accompany us. Jesse Edwards showed up to video us when we were ready for him, and Charlie Schott cleverly taped us on his cellphone a couple of times. We were accompanied on one taping by an enthusiastic and LOUD chorus of inspired birdsong, and were hilariously drowned out at another session by a cleanup crew wielding leaf blowers, lawn mowers and chainsaws in the Courthouse parking lot.

Once the weather became too cold to sing outside, we moved into Unity Hall, still masked and distanced, with Charlie Schott using his phone to record our practice one day, the recording of which ended up being pressed into service on a subsequent Sunday when the Covid rate again got too high for us to meet to record.

Coordinating responses to all the changes has been met by cooperation and patience by choir members, and when help was needed, choir members were generous and willing to step in to do whatever needed doing. We did get to sing in person at a few services. Memorably our first in person gathering was for the memorial service of one of our own, Barbara Brockhurst. As of this writing, we are unreservedly delighted to be singing together, albeit back to being masked, again, and directed by our new Choir Director, Kathryn Aaron.

Respectfully submitted,
Platt Arnold

Greeters

This has been a challenging year for our team of Greeters! We've had to adjust to many changes as we took steps to restart in-person services, following over a year of online church services during the pandemic. Flexibility has been the name of the game!

Note that the role of a Greeter involves much more than welcoming folks to the service, passing out the weekly announcements at the door in Unity Hall, and taking the offering. You have probably seen a Greeter orienting new and newish folks at the Visitors' Table in the lobby as well as a Greeter providing assistance in the parking lot. In addition, Greeters work closely with Observers, always alert to emergencies. There's much more to a smoothly running service than meets the eye!

Here are a few of the things you may NOT have noticed that happens each Sunday:

- Putting Unity Hall in order before and after each service including hymnals and trash
- Finding seating for latecomers
- Posting the hymns
- Arranging for wheelchair needs
- Attending to congregants' needs such as a listening device, a large print order of service, a cough drop, etc.
- Shuttling the Joys/Concerns/Sorrows book to and from Unity Hall

We have not added any new Greeters this year, as we continue to adapt to weekly changes, but after our Greeter training in the upcoming months, we hope to add to our Greeter team. Even now, not all of our Greeters have returned to in-person services because of Covid concerns.

We continue to have two groups within our Greeter team, Lead Greeters and Support Greeters, in order to balance the priorities of each Greeter with the needs of the congregation. Lead Greeters have committed to Greeting at least twice during each month. Support Greeters have committed to Greeting at least once each month.

Lead Greeters: John Boettcher, Alex Clancy, Mary Drake, Jonathan Harger, Patricia Holmes, Bob Mountz, Paul Shaffer, Tony Szramoski, Lynn Tavormina, Kate Treadwell-Hill, Jonathan Towne, and Joyce Werden

Support Greeters: Carol Bunting, Chris Clouet, Arlene Gundlach, Jan Larson, Mark Samos, and Vivian Samos

Many thanks to this incredible team of Greeters for their dedication, flexibility, and creativity in ensuring that our Sunday morning experience is welcoming and comfortable for each one of us!

Respectfully submitted,

Joyce Werden and Paul Shaffer

Greeter Coordinator Co-Chairs

Facilities

The Facilities team makes the campus a welcoming, safe, and comfortable space. In so doing, we support congregants' spiritual growth, our mission and the vision of our ministries.

Main Activities and Accomplishments:

Grounds

The monthly work day includes work at both 19 and 25 Jay St. Tasks include: cutting and clearing the rear bank; raking and sweeping around the building; picking up debris; trimming tree branches and mowing the lawns. Also, seasonal details like turning on/winterizing the garden water system and all outside faucets and staging salt and shovels.

Buildings

Regular repairs and maintenance is done during our work days but not confined to them. We do planned maintenance and also respond to distress calls. We replace bulbs, repair defective hand towel dispensers and fix door stops, etc. During our Covid stand down, the team accomplished the following;

- Removed the temporary wall that had been installed by the Homeless Hospitality Center staff and door and reconfigured the trash corral to prep for the unity hall upgrades. Moved the disassembled organ into the hall; installed kitchen counters and shelves, painted the kitchen floor, ran water line for new refrigerator door water and ice function, and installed bi-fold doors in the Emerson Room. Chiseled down the birch tree root trip hazards, installed and removed AC units in 25 Jay St, and performed monthly maintenance on the 25 Jay St boiler.
- Attended to various vendors in rebuilding HVAC component repairs, roof security door repair, plumbing and electrical work, and new dishwasher commissioning.

Facilities Team; Pat Abraham, Sid Gardner, Jonathan Towne, Jonathan Harger, Alex Oleszaka, Vic Marolda, Chair.

Safe To Return Team (STaRT)

Like everyone else at All Souls and beyond, and following a year of ups and downs, the members of the STaRT Team – Laurel Holmes, Gretchen Edstrom, and Bruce Cummings – have been delighted to be able to recently return to a “normal” routine, including in-person services at All Souls. That includes coming to All Souls and sharing in the joy of being present in Unity Hall and in community with one another.

As much as we are “all done” with the coronavirus and want to return to a “normal” (i.e., circa 2019) cadence and range of activities, the virus is not yet done with us. Our work in the last church year has included following the trends in COVID-19 prevalence and community risk in our local region, as well as monitoring hospitalizations and bed capacity at L+M, Westerly and Backus Hospitals, wastewater data at the New London treatment plant (an early indicator of viral transmission), vaccination rates, and the recommendations of the CDC, the CT Department of Public Health, and local health departments.

STaRT has consistently recommended the primary prevention measures of masking (with preference for KN95 or KF94 masks), vaccination and boosters, and staying home when symptoms are present. Based on two different risk calculators, and a determination of relatively low-risk at All Souls due to the high vaccination rate, the team has adjusted our guidance over the months.

STaRT worked with volunteers to assess the air exchange rate in Unity Hall and discussed prevailing science as to how to improve air quality in indoor settings. We continue to recommend holding as many events/aspects of services outdoors as possible.

Many thanks to two of the original members of the STaRT who retired from the team this year, Maggie Clouet and Mark Robel.

Your Safe To Return Team,

Bruce Cummings, Gretchen Edstrom, and Laurel Holmes

Community Meal

The purpose of the All Souls Community Meals team is to support our community by serving meals to our New London neighbors at the New London Community Meal Center. We served 28 meals this year.

As the COVID-19 pandemic has eased, the Meal Center has transitioned from packaging meals to be handed out at the door, to a hybrid process of “to go” and in-house dining, to the present totally in-house dining.

On the second Wednesday evenings of the month, we prepared the salads, breads and desserts, packaged up and/or served the meals, and did the clean-up. The meals were planned and prepared by the New London Community Meal Center staff. The key All Souls coordinator was Mary Gorton. We had wonderful help from our friends at the Missionary Church of Groton. Without their help, we wouldn't have been able to serve the meals once the in-house dining started.

Twelve midday meals were planned, prepared, served, and cleaned up on the third Saturdays of the month with people formerly connected with (the now closed) Second Congregational Church. The standard menu was chicken stew with mixed vegetables, served over mashed potatoes with gravy; plus salad, bread and butter, beverage and dessert.

Four midday meals were planned, purchased, prepared, served, and cleaned up on Saturdays in the months with 5 Saturdays, costing All Souls about \$175 per Saturday. The standard menu was baked chicken, roasted or mashed potatoes, mixed vegetables, salad, bread and butter, and dessert. Key All Souls coordinators for these meals are Carol Irwin and Susanne Colten-Carey.

Approximately 60 people were served at each meal.

Approximately 6 - 8 volunteers helped at each of the evening meals and at each of two shifts for the noontime Saturday meals.

Carol Irwin acts as overall coordinator and contact person.

Carol Irwin

meals@allsouls.net

Communications

Electronic communication continued to be vital this year, even as the congregation began worshiping and meeting in person again.

The weekly news was sent as an eblast every Wednesday as our chief means of communication. Office Administrator Tammy Barber sent the news, Sunday service announcements, and messages from the Board president, secretary, or treasurer, ministers and staff to members and friends. Covid information and re-opening plans were shared. Paper copies of the news were mailed to those without email.

The All Souls website, overseen by Tammy Barber and Lynn Tavormina, included announcements of Sunday worship services, copies of sermons, information for newcomers, Board meeting minutes, ways to connect, and pastoral care information.

Our Facebook page continued as an image-rich platform with announcements of Sunday services and other events as well as interaction through the comments section. Sean Elliot's photos are featured each week. This reaches members, friends, and the wider public "beyond our walls." Lynn Tavormina, Reverend Carolyn Patierno, Tammy Barber, and Jan Larson serve as administrators.

Bruce Pick continued to moderate the new chat@allsouls.net, where subscribers request recommendations, offer giveaways, and share information.

Prepared by Lynn Tavormina and Jan Larson

Sermon Topics and Worship Leaders

Date	Sermon Topic/Title	Worship Leader
Summer 2021		
7/4/21	"We Hold These Truths: Native Americans and the Declaration of Independence"	*Rev. Carolyn Patierno, Perry Montrose, liturgist
7/11/21	"Practice Summer Softness, Like the Summer Air"	*Rev. Caitlin O'Brien, Karen Ethier-Waring, liturgist
7/18/21	"Reflections and Poems"	*Charlie Schott, Rev. Caitlin O'Brien, liturgist
7/25/21	"Something Big is Coming"	*Rev. Carolyn Patierno, Sue Frankewicz, liturgist
8/1/21	"Ordinary Magic"	*Karen Ethier-Waring, Perry Montrose, liturgist
8/8/21	"Power of Grace of Community"	*Rev. Mark Robel, Rev. Caitlin O'Brien, liturgist
8/15/21	"Colorful of Character"	*Maria Bariess, Rev. Carolyn Patierno, liturgist
8/22/21	Gay Pride Service	*Rev. Mark Robel, Rev. Carolyn Patierno and Kyle Murray, liturgists
8/29/21	Joint Service: Groton, Chelmsford and New London	*Revs. Elea Kemler, Carolyn Patierno, and Ellen Spero
Sep-21		
9/9/22	Guest of UUS:E, Manchester, CT - online	*Rev. Josh Pawelek
9/12/21	Water Communion - 1st in-person service!	*Rev. Carolyn Patierno, Rev. Caitlin O'Brien, Rev. David Horst, Rev. Mark Robel, and Perry Montrose
9/17/21	"A Dose of 'Holding It Lightly'"	*Rev. Caitlin O'Brien, Nick Evento, liturgist
9/26/21	"The Greatest of These is Love"	*Rev. Mark Robel, Sue Frankewicz, liturgist
Oct-21		
10/3/21	"To Define Life's Edges"	*Rev. Carolyn Patierno, Emmy Franklin, liturgist
10/10/21	"Fountain of Sorrow: The Grief of an Entire Nation"	*Rev. Carolyn Patierno, Rev. Caitlin O'Brien, liturgist
10/17/21	"Nothing Ends, Love is as Strong as Death"	*Rev. Carolyn Patierno, Sally McGee, liturgist
10/24/21	"What We Gain From Our Losses"	*Rev. Dr. Claudia Highbaugh, Rev. Caitlin O'Brien, liturgist
10/31/21	"Lessons of Joy from 'Day of the Dead' Celebrations"	*Rev. Caitlin O'Brien, Rev. Carolyn Patierno, liturgist

Nov-21		
11/7/21	"From Grief to Gratitude"	*Rev. David Horst, Karen Ethier-Waring, liturgist
11/14/21	"Twenty Years of Shared Ministry"	Revs. Carolyn Patierno, Caitlin O'Brien, and *Lane Campbell
11/21/21	Bread Communion	*Rev Carolyn Patierno, Perry Montrose, liturgist
11/28/21	"Beginning in the Dark"	*Rev. Dr. Rob Hardies, Rev. Carolyn Patierno, liturgist
Dec-21		
12/5/21	"As We Anticipate This Mystery"	*Rev. Mark Robel, Rev. Caitlin O'Brien, liturgist
12/12/21	"Fear Not" Paperbag Pageant	*Rev. Carolyn Patierno, Perry Montrose, liturgist
12/19/21	Solstice Service Vesper Service	*Rev. Carolyn Patierno, Platt Arnold and Sue Frankewicz, liturgists
12/24/21	Christmas Eve	*Rev. Carolyn Patierno, Rev. Cailin O'Brien
12/26/21	Musicale	Bil Groth, Rebecca Noreen, and Jonathan Towne
Jan-22		
1/2/22	"What is a Simple Life"	*Rev. Carolyn Patierno, Reverend Caitlin, liturgist
1/9/22	"Do the Little Things Matter"	*Rev. Carolyn Patierno, Rev. Caitlin O'Brien, liturgist
1/16/22	MLK Sunday	*Perry Montrose, Rev. Carolyn Patierno, liturgist
1/23/22	Coming of Age	Coming of Age Youth, Perry Montrose, Rev. Carolyn Patierno
1/30/22	"Randomness and Order...How Pot Lucks Have Got Me Thinking"	*Rev. Caitlin O'Brien, Mike Burns, liturgist
Feb-22		
2/6/22	"My Second Pandemic"	*Rev. Dr. Adam Robersmith, Rev. Caitlin O'Brien, liturgist
2/13/22	Music Sunday / Stewardship Kickoff	Perry Montrose, Choir, Emmy Franklin and Janet Beebe
2/20/22	"Friends for Life"	*Rev. David Horst, Becky Noreen, liturgist
2/27/22	"It Takes Practice"	*Matt Meyer, Reverend Caitlin O'Brien, liturgist
Mar-22		
3/6/22	"Looking Cancer in the Eye"	*Rev. Caitlin O'Brien, Rev. Carolyn Patierno, liturgist
3/13/22	"To Be Peace as the World Wars"	*Rev. Carolyn Patierno, Patrick Sheehan-Gaumer and Frida Berrigan, liturgists
3/20/22	"Everybody Cries: The Power of Community in Trouble Times"	*Rev. Carolyn Patierno, Rev. Caitlin O'Brien, liturgist

3/27/22	"I Am Who I Am: Supporting Transgender Children and Youth"	*Rev. Carolyn Patierno, Kyle Murray, liturgist
Apr-22		
4/3/22	"More Love for the Earth"	*Rev. Carolyn Patierno, Jonathan Harger, liturgist
4/10/22	"Emergence of Spirit"	*Rev. David Horst, Rev. Caitlin O'Brien, liturgist
4/15/22	Good Friday Vigil	Rev. Carolyn Patierno
4/17/22	"Roll Away the Stone" Easter Service	*Rev. Carolyn Patierno, Rev. Caitlin O'Brien, liturgist
4/24/22	"For the Earth, We Are Turning"	*Rev. Carolyn Patierno, Perry Montrose, liturgist
May-22		
5/1/22	"Creating Brave and Grace-filled Space"	*Rev. Carolyn Patierno, Rev. Cailin O'Brien, liturgist
5/8/22	"We Want it Because We Need It" New Member Sunday	*Rev. Carolyn Patierno, Lynn Tavormina, liturgist
5/15/22	"Heartbreak and Hope"	*Rev. Tom Schade, guest preacher, Karen Ethier-Waring, liturgist
5/22/22	Vigil for Refugees, Asylum Seekers & Immigrants	*Rev. Carolyn Patierno, Rev. Caitlin O'Brien, liturgist
Jun-22		
6/5/22	TBD	*Rev. Carolyn Patierno, Rev. Caitlin O'Brien, liturgist
6/12/22	Faith Formation Sunday	Perry Montrose, Rev. Carolyn Patierno, liturgist
6/19/22	Flower Communion	Worship Leaders: Perry Montrose, Revs. Carolyn Patierno and Caitlin O'Brien
6/26/22	General Assembly Service	

* Preacher

Membership

The membership team welcomes newcomers and offers the opportunity to consider whether membership at All Souls will be part of their spiritual journey. Through our work, we are sharing the message of Unitarian Universalism, building our congregation, and encouraging new members to serve the community within and beyond our walls.

The membership team coordinates with our senior minister, Rev. Carolyn Patierno and Director of Faith Formation Perry Montrose to plan and schedule membership events and to broadly consider issues of the membership path.

In April of 2022 we offered a series of three “Considering Membership” circles after the Sunday service. These sharing circles were led by Rev. Patierno, Perry Montrose, and Lynn Tavormina. Our discussions centered around the 3 parts of All Souls' mission statement: welcoming, caring, and justice-seeking. People shared their faith journeys and how they had found their way to All Souls. Fifteen people attended one or more of these gatherings. At the conclusion of our series participants were invited to consider their decision to become members at All Souls on New Member Sunday. Seventeen new members were welcomed and signed the membership book.

The membership team was available via the membership@allsouls.net as well as a welcome@allsouls.net email to respond to inquiries about All Souls and membership, and to extend the hand of radical hospitality to visitors and newcomers as needed, offering information on All Souls and Unitarian Universalism and answering questions. A slide in our virtual services on Sundays asked new folks to say “hi” in the chat and offered the membership emails as a place for new folks to have questions answered. The Welcome Table reappeared in Unity Hall when we started up our in-person services again in February 2022.

Respectfully submitted,
Lynn Tavormina
Membership Chair

All Souls Members

- | | | |
|-------------------------|---------------------------|-------------------------------|
| 1. Abraham, Pat | 41. Colten Carey, Susanne | 81. Gallagher, Maureen |
| 2. Ackerman, Joel | 42. Cook, Michael | 82. Gardner, Lynette |
| 3. Allen, Jane | 43. Cooper, Peter | 83. Gardner, Sidney |
| 4. Arnold, Platt | 44. Cornell, Maris | 84. Geaman, Sandra |
| 5. Avalos, Elizabeth | 45. Covey, Bob | 85. Goldberg, Joyce |
| 6. Avalos, Helen | 46. Cummings, Bruce | 86. Gonzalez-Rice, David |
| 7. Avery, Dason | 47. Cummings, Ellen | 87. Gonzalez-Rice, Karen |
| 8. Avery, Jazelle | 48. Cunningham, Brendan | 88. Gordon, Elizabeth |
| 9. Baker, Bernard | 49. Cunningham, Kayla | 89. Gorton, Mary |
| 10. Baker, Debbie | 50. Daigneault, Audrey | 90. Graebner, Glen |
| 11. Bareiss, Maria | 51. Davies-Smith Lillith | 91. Graebner, Rebecca |
| 12. Beahan, Judy | 52. DeSardo, Nickie | 92. Green, John |
| 13. Beebe, Janet | 53. Dillenbeck, Gerald | 93. Gregory, Olympia |
| 14. Beebe, Susan | 54. Dowker, George | 94. Greiner, John |
| 15. Bercaw, Katrina | 55. Drake, Mary | 95. Guiraldelli, Michel |
| 16. Berrigan, Frida | 56. Dubee, Tracey | 96. Gundlach, Arelene |
| 17. Binger, Elizabeth | 57. DuBosque, Tina | 97. Gutkowski-Mello, Danielle |
| 18. Blefeld, Laurie | 58. Edstrom, Gretchen | 98. Hall, Bill |
| 19. Boettcher, John | 59. Edwards, Jesse | 99. Hardie, Linda |
| 20. Bourgey, Susan | 60. Ego, Eileen | 100. Harding, Bob |
| 21. Bull, Elizabeth | 61. Elliot, Melanie | 101. Harger, Ericka |
| 22. Bunting, Bob | 62. Elliot, Sean | 102. Harger, Jonathan |
| 23. Bunting, Carol | 63. England, Lisa | 103. Hartmann, Dave |
| 24. Burns, Michael | 64. Ethier-Waring, Karen | 104. Hartmann, |
| 25. Burns, Tracy | 65. Evento, Carrie | 105. Hawke, Vanessa |
| 26. Burnside, David | 66. Evento, Clare | 106. Heard, Shawn |
| 27. Busse, Kathleen | 67. Evento, Nick | 107. Helal, Christopher |
| 28. Campbell, Ginny | 68. Fargo, George | 108. Helal, Julia |
| 29. Caplan, Barb | 69. Festa, Nicolo | 109. Helal, Kristen |
| 30. Caplan, Stu | 70. Finizio, Daryl | 110. Herbert, Moira |
| 31. Carolan, Paul | 71. Fleissner, Kathy | 111. Herbert, Sheila |
| 32. Cassidy, Carol | 72. Flood, Peggy | 112. Higgins, Mary Lu |
| 33. Cerullo, Jessica | 73. Fortin, Alexandra | 113. Hine, Jan |
| 34. Clancy, Alexandra | 74. Fortin, Douglas | 114. Hocking, Kathleen |
| 35. Clarno, Shirley | 75. Fox, Betsey | 115. Holmes, Laurel |
| 36. Cloud, KC | 76. Frankewicz, Sue | 116. Holmes, Patricia |
| 37. Clouet, Christopher | 77. Franklin, Clara | 117. Hunzinger, Joyce |
| 38. Clouet, Margarida | 78. Franklin, Emmy | 118. Irwin, Carol |
| 39. Coleman, Helen | 79. Frechette, Brenda | 119. James, Isis |
| 40. Coleman, James | 80. Frechette, Don | 120. James, Royce |

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145.	McKeehan, Martha	188.	Rose, Tony	231.	Tudisco, Erin
146.	McNamara, Ann	189.	Rudolph, Jennifer	232.	Tudisco, Joel
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148.	Mello, Jim	191.	Samos, Vivian	234.	Veltheim, Hans
149.	Mello-Miller, Nancy	192.	Sanz-Rovira, David	235.	Veltheim, Heidi
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151.	Minella-Didier, Janet	194.	Sargent, Linda	237.	Werden, Joyce
152.	Mock, Angela	195.	Schell, Suzi Lee	238.	Westerburg, Axel
153.	Mock, Brad	196.	Schott, Charles	239.	Whealton, Kathy
154.	Mountz, Henrietta	197.	Schott, Laurie	240.	Whipple, Peter
155.	Mountz, Robert	198.	Shaffer, Paul	241.	Rosenberg-Wildman Gwenn
156.	Murphy, Brenda	199.	Sharpe, Ann	242.	Wingrove-Haugland, Erik
157.	Murphy, Pat	200.	Sheehan Gaumer, Patrick		
158.	Murray, Kyle	201.	Sirois, Jeffrey	243.	Wingrove-Haugland, Suzanne
159.	Ness, Linda	202.	Small, Daisy		
160.	Newell, Priscilla	203.	Smith, Diana	244.	Wright, Katherine
161.	Noreen, Rebecca	204.	Smith, John	245.	Yates, Barbara
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163.	O'Connor, Tom	206.	Smith, William		
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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 partners and an integrated campus.