

ALL SOULS UNITARIAN UNIVERSALIST
CHURCH

Watertown, New York

ANNUAL REPORT

July 1, 2021 ~~ June 30, 2022

Presented at the

ANNUAL CONGREGATIONAL MEETING

June 12, 2022



The mission of All Souls Unitarian Universalist Church is to create an environment in which personal and spiritual growth is encouraged and where each of us is free to explore our individual beliefs and search for meaning. We strive to be a warm, supportive, nurturing, and inclusive religious community where all people are respected and honored because of their uniqueness. We promote acceptance, diversity, and social justice through our dealings with each other and our actions in the local and global community.

**BOARD OFFICERS AND TRUSTEES
2021 – 2022**

President – Heather Winn
Vice President – Robert South
Treasurer – Eleanor Allen
Secretary – Pat Sutherland
Trustees – Catherine Burns
Rebecca Carr
Joanne Harter
Shannon Starkweather Burke

CHURCH STAFF

Pianist – Toni Zygadlo
Bookkeeper– Angelo Guarino
Custodian– John Crupi

Abundant Heart Covenant

*Welcoming, loving, and joyous of spirit;
We offer the fellowship of this, our community.
To be in all things peaceful and just: thus we honor
the quest for meaning, the search for truth.
United by Spirit, we celebrate this Earth
and hold our connections as Sacred.
To abundantly give of our hearts' deepest gifts: to ourselves,
to our World, to the future -
This is our covenant". - J. Trainham*

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ORDER OF BUSINESS

Quorum of 20 members is necessary. To be qualified to vote you must have signed the Membership Book and have either signed a pledge card or made a financial contribution of record within the past year.

Officer's Reports

Minutes of the 2021 Annual Meeting

Collector's Report

Treasurer's Report

President's Report

Committee Reports

Memorial Garden Committee

Nominating Committee

- Presentation of Slates

Orders of the Day

Elections for Each Office

- Nominations from the floor
- Election (by hand vote if uncontested, by ballot if contested; no runoffs: repeat until a majority is obtained)

Budget

Shared Plate

New Business (Members obtain the floor and raise items of new business)

Bylaw Amendments: (1) in the first sentence of Article IV Section 3 insert the word "active" between the word "all" and the word "members". (2) In Article V Section 3 first sentence: Strike the word "twenty" and insert "a majority of active"

Adjournment

ALL SOULS UNITARIAN UNIVERSALIST CHURCH
ANNUAL MEETING MINUTES
Sunday, June 13, 2021

OPENING

Members Present

Eleanor Allen, Warren Allen, Catherine Burns, Rebecca Carr, Erica Gardner, Karen Hall, Jim Harter, Joanne Harter, Veronica Hartman, Julie Anne Jeffers, Anita Lee, Harriet McMillan, Frances Mercer, Lorraine Payette, Kelly Sackheim, Robert South, Amy Summerville-Loomis, Patricia Sutherland, Doug Venable, Heather Winn, Sylvia Heap, Shannon Starkweather-Burke, Wendy Wynn

Also Participating: Rev. Marty Pelham

Call to Order - 11:38 a.m.

In the presence of a quorum, President Robert South brought the meeting to order following the morning's church service.

OFFICERS' REPORTS

1. Minutes of the 2020 Annual Meeting

The president asked for any additions or corrections to the minutes from our last Annual Meeting. There were none, and the minutes were declared accepted by General Consent.

2. Collector's Report - Warren Allen, Collector

This report is given in printed form in the meeting booklet. In addition, Warren Allen shared that we have received about \$1,100 more in pledges than we expected at the end of this fiscal year, based on the pledges made a year ago. The total pledges made to date for the coming fiscal year is \$36,352. There were no questions.

3. Treasurer's Report - Eleanor Allen, Treasurer

Eleanor presented the results of a motion made and passed a year ago that stated "that whatever was left over of Social Action funds at the end of the fiscal year (2019-2020) be given to the Northern NY Community Foundation Community Support Fund. She reported that \$525 was sent to them on June 30, 2020. Also following up from a year ago, 50% of the Shared Plate offerings for the fiscal year ending in June 2020 were designated to be for the Work Center of Central New York, the Victim's Assistance Center, and National Public Radio. Each of these organizations has now received \$385. The current fiscal year's Shared Plate recipients are both The Children's Home and Planned Parenthood of Jefferson County. The actual amount will be calculated at the end of this fiscal year on June 30, 2021.

Eleanor expanded on the Proposed Budget category of Charitable Contributions, stating that this describes our donations to Urban Mission, \$600; Unirondack, \$300; Unirondack scholarship, \$600; and Interfaith Impact (which is now being replaced by NYUUJustice), \$100. Eleanor **moved** and Catherine seconded that the money budgeted formerly for Interfaith Impact be given to NYUUJustice. Motion carried. Eleanor stated that the cost for a child to attend Unirondack is now \$825. Eleanor noted that there are also monies donated specifically which could be added to the budgeted \$600 to enable a full registration. Eleanor suggested that we use these monies either for 1 full scholarship or 2 partial ones. There were no objections.

COMMITTEE REPORTS

1. Memorial Garden

This report is printed in the meeting booklet.

2. Nominating Committee

The Committee's proposed slates for Officers and Trustees are presented in the meeting booklet.

SPECIAL ORDERS OF THE DAY

Elections for Each Office.

President South took each office individually, asked for any nominations from the floor for each position, of which there were none, and declared for the election of each position by consent. The results were: **President, Heather Winn; Vice President, Robert South; Secretary, Patricia Sutherland; Treasurer, Eleanor Allen;** and **Trustees: Joanne Harter** for the 1st full year of her 1st 2-year term, and **Shannon Starkweather-Burke** for the first year of her 3rd 2-year term. (Note: **Catherine Burns** continues for the second year of her 2nd 2-year term, and **Rebecca Carr** continues for the 2nd year of her 3rd 2-year term.)

President South brought the Nominating Committee candidates before the floor, asked for nominations from the floor, of which there were none, and declared they were elected by consent. The new Nominating Committee will be: **Sarah O'Connell**, for her 3rd year of a 3 year position; **Wendy Wynn** for her 1st year of a possible 3 year position; and **Kelly Sackheim** for her 1st year of a possible 3 year position.

GENERAL ORDERS OF THE DAY

1. Generosity Project

As a result of the polls taken during the last several Sundays, Eleanor Allen **moved** and Heather Winn seconded that our charities for the coming fiscal year be Planned Parenthood and Victim's Assistance Program. **Motion Carried**

2. Proposed 2021 - 2022 Budget

Treasurer Eleanor Allen presented the Proposed Budget. Due to the impact from the pandemic this past year it has been hard to do more than guess, yet this proposed budget is expected to be close to what we will need. A member noted that the Bookkeeper position uses 10% of our budget for next year and it was hoped that the Board would consider whether this is the best use of our money. A question about our church insurance led to learning that our insurance company has apparently not raised the annual cost since our claim for flood damage. Eleanor **moved** and Lorraine seconded that we accept the budget as presented. **Motion Carried.**

NEW BUSINESS

1. Frances **moved** and Eleanor seconded: The congregation charges the Board to research and create policies and a plan for when and how to open the building for face-to-face gatherings and activities within the building during this continuing pandemic. The policies and plan must appropriately address the most current local, and state, and federal standards, guidelines and recommendations and UUA recommendations. Special attention must be given to air quality and ventilation throughout the building. The policies must clearly address mask wearing, social distancing, vaccination expectations, preparation of areas for use, methods for communicating the policies to those who need to know, methods for knowing whether the policies are being followed and for handling non-compliance. The policies and plan should be

communicated to the congregation through at least the newsletter and weekly post.“ Discussion followed. The vote was 8 aye, 8 nay, and 4 abstain. (The President declined to break the tied vote, voting instead to abstain.) **Motion failed.**

2. Frances moved and Kelly seconded that “the Congregation charges the Board 1) to research and create a plan for operation of the church during 2021 and 2022, including identifying priorities for the year and outlining the ways in which the essential responsibilities and work will be shared and completed. 2) to research and recommend a process for studying and clarifying the long-term mission, covenant, and goals of All Souls, and 3) to inform the Congregation about the operations plan and recommended study process by October 2021.“ After discussion the vote was 5 aye, 10 nay, and 1 abstain. **Motion failed.**

There was no additional new business.

ADJOURNMENT

Meeting Adjourned 12:58 pm by President South.

Respectfully submitted,

Patricia J. Sutherland, Secretary



CHURCH COMMITTEE REPORTS

Memorial Garden Report:

Pictures of memorial garden & rock garden for newsletter & annual report or wherever suits your fancy! 😊

These are what Mother Nature gave us. I haven't weeded yet. She does good work. 👍

--Catherine Burns



The Memorial Garden policy has been revised. It now reads as follows:

1. The committee, established in accordance with the ASUUC By-laws, is responsible for approving all Memorial Garden transactions. Except as provided herein, the board grants blanket approval for the committee to manage the affairs of the memorial garden without further board authorization. The committee meets annually prior to the church annual meeting and may meet more frequently as necessary.
 2. The cost for placing or scattering the ashes of a member, member's family or friend shall be \$300. This includes the engraved plate which will be attached to the Memorial Garden Plaque in the foyer. If ashes are not scattered or placed in the garden, the cost of the engraved plate alone will be \$200. Payment shall be made in full prior to any committee approval for the plate engraving, and/or disposal of ashes. Fees collected shall be used to cover costs for engraved plate, burial or scattering of ashes, and maintenance of garden and records.
 3. Ashes must be scattered or buried only in specified areas of the property but no individual burial site map will be maintained by the committee. The Memorial Garden Committee will try to honor one's wish for location of burial. The final decision on such location rests with the committee. Individual plot markings are prohibited. Burial is considered permanent. Ashes may not be moved. If burial is chosen, ashes must be contained in a cardboard, or other biodegradable container, no larger than 10" X 8" X 6". Winter conditions may delay interment.
 4. The committee must be consulted prior to any planting, so that each planting fits into the overall plan. Cut flowers and/or potted plants will not be permitted in the garden. The overall care and planting of the garden shall be the responsibility of the memorial Garden Committee.
 5. This policy may not be changed without permission of both the committee and the board. Any changes must be reported to the membership at the annual meeting.
- Developed 04/20/92 Revised 06/23/10, 11/26/13, 12/16/21

Report of the Nominating Committee:

by Nominating Committee—Sarah O’Connell, Kelly Sackheim (and Wendy Wynn)

In addition to the slates recommended by the Nominating Committee, nominations may be made from the floor during the annual meeting.

OFFICERS

Article VI, Section 4. of the Bylaws states

“The Board of Trustees shall consist of four Trustees and four officers. All elected officers of the Church shall be members of the Board of Trustees ex-officio. The officers of this Church shall be a President, Vice-President, Secretary, and Treasurer. The officers shall be elected at the annual meeting of the membership for terms of one year each. One-half of the trustees shall be elected at each annual meeting for a term of two years”.

OFFICERS: The Nominating Committee recommends the following slate to fill the four officer positions for one year (maximum three one-year terms for president and vice president).

PRESIDENT: Heather Winn (If elected, second one-year term)
VICE-PRESIDENT: Amy Summerville-Loomis (If elected, first one-year term)
SECRETARY: Sarah O’Connell
TREASURER: Eleanor Allen

TRUSTEES: The Nominating Committee recommends the following slate to fill the open Trustee positions:

(Trustees may potentially serve a maximum of three consecutive terms and then must be off the board for at least one year.)

TWO YEAR TERM (July 2022-June 30 2024): Catherine Burns (If elected, 1st year of third 2-year term.)

TWO YEAR TERM (July 2022-June 30 2024): Janine LaClair (If elected, 1st year of first 2-year term.)

Continuing on the board as trustees are:

TWO YEAR TERM (July 2021-June 30 2023): Joanne Harter (Second year of her first full two-year term.)

TWO YEAR TERM (July 2021-June 30 2023): Shannon Starkweather Burke (Second year of her third two-year term.)

NOMINATING COMMITTEE: The Nominating Committee recommends the following slate to fill the open positions. Can serve 3, one-year terms.

1. Kelly Sackheim (If elected, this will be her second of three one-year terms.)
2. Robert South (If elected, this will be his first of three one-year terms.)
3. Frances Mercer (If elected, this will be her first of three one-year terms.)

OFFICER AND APPOINTEE REPORTS

President's Report: by Heather Winn

This year has been a journey and I am glad that I was able to take it with you all. I have learned so much over the last year. I feel like the majority of the last year has been consumed with the ongoing pandemic situation, building repairs, revamping policies, saying goodbye to our minister, and working on what we want our future to look like. We said goodbye to our interim minister, Reverend Marty Pelham. He was not with us long but he made his mark and is missed.

The board created a policy review committee and the current policies were updated. We also worked on some new policies for safety in the building and for conflict resolution. The board asked Rebecca and Catherine to work on a policy to reopen our building after being closed due to the pandemic. The board approved a lovely policy and we briefly saw the reopening of our building before the COVID numbers began to rise and the water pipe in the coat closet burst again, causing our building to flood for a second time. This flood left us with even more damage than before but we learned from the first flood so we knew exactly what steps to take. After much deliberation with the board, the building and grounds committee, and our contractor, Diego we were able to come to an agreement and a contract was signed. Diego and his crew have begun the rebuilding process.

During the process of preparing the building's walls, ceilings, and floors for the renovation process it was discovered that the rooms in the RE wing have mold in them as a result of the leaks in the roof. The mold has started to expand out of the walls and can be seen behind the baseboards and such. Diego is also going to take care of the mold remediation. Now that the walls are being repaired, fixing the roof on the RE wing and replacing it with a metal one is even more pressing and will be a priority in the upcoming months.

The board reached out to the UUA for guidance on the possibility of looking for a new minister after Marty left. We met with Evin Carvill Ziemer and it was suggested that the board appoint a transitions committee and hire a consultant minister, who will help to guide us as we answer the questions about who All Souls is and where we want to go. Once we answer these questions it will be much easier to decide on what kind of minister or other religious leader we may be looking for, or if we want to remain lay led. The board appointed the transitions committee and the committee recommended that we hire Reverend Dr. Kathy Hurt. We have begun our work with Reverend Dr. Hurt and I think she will be a great help to us.

This is a time of big changes and lots of transitions. The pandemic and the damages to the building were big changes that forced us out of our comfort zone and has left us with a new normal that we are all still trying to get used to. I know that we were all comfortable in our "normal" lives. That normal is gone and it will never look the same. It's the perfect time to decide what we want and to begin to shape our new normal into something that is beneficial to All Souls. This is a great time to ask yourself what All

Souls means to you, what would you like to see happen in the future, what does that look like, how do we get there? I am very excited to see what our future holds!

Collector's Report: by Warren Allen

Thanks to all for your various support of our congregation, as we get closer to again meeting together inside our church building.

I have been trying to keep everyone up-to-date on our collections, in our weekly Wednesday Posts. On our accounts for the year ending, here are some numbers as of May 25. When I earlier reported that we have had 36 pledgers for this past year, I counted one family twice; we had 35 pledgers for this past year, including two who have not signed the membership book.

Total pledges were \$38,702.24. From those pledgers, we have thus far received \$34,371.33 (or 88.8%). Of these 35 pledgers, 22 have paid at least their original pledge, including five families who donated \$845 total beyond their own original pledge. Twelve of us are still working on their own pledges which are not fulfilled. One of us is probably pledge-fulfilled but the payments are complicated.

And we get other income besides those who pay towards their own family pledge. When we are in person inside our building and pass the plates, our Generosity Project uses half of the loose cash for our needs, and the other half of the cash is shared with the two local charities voted upon by us; this year some of us have specified this Generosity Project with a total of \$488.44 sent in. Some of us don't do a pledge but give what they can when they can; for this past year these Unpledged Donations amount to \$960. And then there was the rent donations for the use of our building; this year the rents totaled \$1000 (mostly from Ann Halback for her t'ai chi classes, September through December).

And also, we took \$2000 per month out of our savings (out of funds left to our church by members who are now deceased). We received \$20 out of a small-percentage rebate from consumers listing our name while purchasing from Amazon. We got from Church Mutual \$269, then \$146, then \$1641.50, then \$210,837.76. We were kindly given \$100 in memory of a Radke cousin. We were kindly given \$50 each in memory of Walker Heap Sr and also of Gina Wells. We were kindly given \$1000 in memory of Jan Summerville. We had a rummage sale which cleared \$354. We cashed in soda bottles found roadside and left by work people, for \$4.20. And while boxing up our gear after the recent flood, someone found a penny.

And for our fiscal year to begin in July, we have already received \$500 from one of the pledgers for our next fiscal year. As noted above, for the year ending 35 pledgers set goals totaling \$38,702.24. For the year coming, six of these families have moved away; and nineteen pledgers have set their goals which total \$29,045 for FY 2022/23.

Thanks for your support.
Warren L Allen, Collector

Historian's Report: by Sarah O'Connell

This year we only had a couple of requests for information on weddings, ministers, etc. that involved All Souls Church back in the "old days". Since we were a Universalist church originally, I often end up referring those to the historian at the NY Universalist Society. This year's column, which I'm sure you anxiously await each month, covered both recent history, items about the donation of the stained glass window, the Washington St. church fire, and tidbits about other interesting notes at other UU churches around the country (for example, when I visited the church on Nantucket!) I also shared information about Winnie Dushkind's involvement with the zoo to the staff members there, who found it very interesting! The archives from the church are now stored in a couple of spots in the church as we undergo reconstruction, but I'm trying to keep a good eye on them!

Sarah O'Connell, Historian

Newsletter Report: by Harriet McMillian

Again this year, I have assembled 11 newsletters. Robert South has been a huge help by sending it out online and by the Post Office. Robert "scrubbed" the mailing list so that we now send out through the mail just 6 copies. I appreciate all the photos and information submitted.

UU-UNO Emissary Report: by Sylvia Heap and Frances Mercer

On October 24, 2021 All Souls celebrated our 46th annual United Nations Sunday. For many years, Sylvia Stuber Heap has been our envoy to the Unitarian Universalist Association Office at the United Nations (UU@UN Office). The purpose and importance of this Office are clearly stated in their website information: "From involvement in drafting the Universal Declaration of Human Rights, to leading the faith caucus to establish the International Criminal Court, to overcoming UN apathy about sexual orientation and gender identity issues, the UU@UN Office has a long history of providing strong leadership in all aspects of human rights at a policy level. The Office is a non-governmental organization in association with the United Nations Department of Global Communications and in consultative status with the United Nations Economic and Social Council. The Office represents the UUA and the Canadian Unitarian Council at the United Nations, where we promote the goal of world community with peace, liberty, and justice for all, as reflected in the United Nations Charter. Through targeted education, advocacy, and outreach, we engage Unitarian Universalists in support of international cooperation and the work of the UN." Deep gratitude is extended to Sylvia for her very long-term work as our envoy to the UU@UN Office and her efforts to keep us aware of and actively committed to the importance of UU support for the United Nations.

Sylvia's commitment and work as our envoy has enabled our congregation to consistently earn the Sixth Principle Award given by the UU@UN Office to congregations on an annual basis for their financial support and active engagement with the work of the Office. This year as in many past years we have demonstrated our commitment to the UU Sixth Principle—the goal of world community with peace, liberty and justice for all—by making a congregational gift, by having at least 5% of our

members become individual supporters, and by engaging in an United Nations Sunday service. In past years we also sent individuals to the annual “Intergenerational Spring Seminar” and have used the UU@UN Religious Education packet/curriculum, “UU Me”, to teach our children about the UN and international engagement.

For many, many years Sylvia has been the planner and service guide for our United Nations Sunday services. These services are looked forward to. Because of the pandemic, the 2021 and 2020 United Nations Sundays were Zoom services. However, through use of videos, we were able to retain elements that have become important traditions—the “Let There Be Peace on Earth” parade of children with the flags of many of the UN member nations, singing of “Count on Me” by the local Northern Blend Chorus, and a presentation by an official from the UU@UN Office. We heard from Allison Hess, International Engagement Associate, via Zoom in both 2021 and 2020. Allison had also presented in person at prior United Nations Sunday services. She has been a knowledgeable, supportive and energizing liaison. In April 2022, she announced that she is leaving. So we will not be hearing from her at the 2022 United Nations Sunday, but are hoping that the October 2022 United Nations Sunday will be an in person service with an in person representative from the UU@UN Office. Sylvia wishes to express her appreciation to Frances Mercer and Robert South for their help with the planning and delivery of the United Nations Sunday services.

Treasurer’s Report: by Eleanor Allen

7:48 PM
05/25/22
Cash Basis

All Souls Unitarian Universalist Church
Balance Sheet
As of April 30, 2022

	<u>Apr 30, 22</u>
ASSETS	
Current Assets	
Checking/Savings	
Memorial Garden	2,463.68
Money Market Savings	
Capital Expenses	28,394.91
Savings for Minister Salary	59,919.85
Social Justice / Hild Fund	2,903.54
Money Market Savings - Other	<u>31,241.89</u>
Total Money Market Savings	122,460.19
Org Prime Share Savings	132.06
Performance Checking	132,213.51
UBS Investments	
Board Fund - 04118	50,755.25
Capital Growth Fund - 04117	410,375.50
Owens Fund - 04119	<u>92,189.97</u>
Total UBS Investments	553,320.72
Total Checking/Savings	<u>810,590.16</u>
Total Current Assets	<u>810,590.16</u>
TOTAL ASSETS	<u>810,590.16</u>
LIABILITIES & EQUITY	
Equity	<u>810,590.16</u>
TOTAL LIABILITIES & EQUITY	<u>810,590.16</u>

All Souls Unitarian Universalist Church
Profit & Loss Budget Performance
April 2022

	April	Apr Budget	YTD Amount	YTD Budget	Annual Budget	% of Annual
Ordinary Income/Expense						
Income						
Amazon Smile	0.00	2.50	76.28	25.00	30.00	254%
Bequest	1,000.00		1,000.00			
Building Use	0.00	83.33	1,000.00	833.34	1,000.00	100%
Earned Interest	71.66	8.33	607.78	83.34	100.00	608%
Fundraiser						
Unirondack Fund	0.00		40.80			
Fundraiser - Other	0.00	125.00	0.00	1,250.00	1,500.00	0%
Total Fundraiser	0.00	125.00	40.80	1,250.00	1,500.00	3%
Generosity Project	50.00	208.33	488.45	2,083.34	2,500.00	20%
Misc	0.00	0.00	4.21	0.00	0.00	
Pledges						
Current Year Pledges	1,740.44	3,083.33	29,605.20	30,833.34	37,000.00	80%
Next Year Pledges	800.00		1,500.00			
Total Pledges	2,540.44	3,083.33	31,105.20	30,833.34	37,000.00	84%
Split Plate Collection	0.00	0.00	0.00	0.00	0.00	
UBS Investment Income	2,000.00	2,000.00	20,000.00	20,000.00	24,000.00	83%
Unpledged Income	15.00	125.00	1,205.00	1,250.00	1,500.00	80%
Total Income	5,677.10	5,635.82	55,527.72	56,358.36	67,630.00	82%
Expense						
Advertising and Promotion	0.00	0.00	0.00	0.00	0.00	
Bank Service Charges	2.17	8.33	37.00	83.34	100.00	37%
Board Expense	0.00	33.33	0.00	333.34	400.00	0%
Bookkeeping/Accounting Service	1,000.00	500.00	5,000.00	5,000.00	6,000.00	83%
Building and Property Security	0.00	12.50	162.00	125.00	150.00	108%
Charitable Contributions	0.00	191.67	0.00	1,916.66	2,300.00	0%
Computer and Internet Expenses	0.00	16.67	0.00	166.66	200.00	0%
Guest Minister/Worship	200.00	416.67	2,655.50	4,166.66	5,000.00	53%
Insurance Expense	0.00	391.67	5,545.61	3,916.66	4,700.00	118%
Membership Expenses	0.00	16.67	0.00	166.66	200.00	0%
NYSCU Grant Expense	0.00		2,453.71			
Office Supplies	0.00	16.67	55.83	166.66	200.00	28%
Organist	720.00	520.83	5,040.00	5,208.34	6,250.00	81%
Payroll Expenses						
Custodian	0.00	583.33	3,379.75	5,833.34	7,000.00	48%
Minister	0.00	2,500.00	0.00	25,000.00	30,000.00	0%
Office Personnel	0.00	0.00	0.00	0.00	0.00	
Payroll Taxes	0.00	245.83	373.49	2,458.34	2,950.00	13%
Religious Education	0.00	233.33	285.00	2,333.34	2,800.00	10%
Payroll Expenses - Other	0.00		0.00	0.00	0.00	
Total Payroll Expenses	0.00	3,562.49	4,038.24	35,625.02	42,750.00	9%
Postage and Delivery	0.00	33.33	480.16	333.34	400.00	120%
Printing and Reproduction	0.00	37.50	486.20	375.00	450.00	108%

**All Souls Unitarian Universalist Church
Profit & Loss Budget Performance
April 2022**

	April	Apr Budget	YTD Amount	YTD Budget	Annual Budget	% of Annual
Professional Fees	0.00		50.00	50.00	50.00	100%
Repairs and Maintenance	383.55	250.00	1,727.38	2,500.00	3,000.00	58%
Snow Removal	433.33	0.00	1,733.32	3,500.00	3,500.00	50%
Social Action	0.00	20.83	250.00	208.34	250.00	100%
Trash Removal	0.00	25.00	255.30	250.00	300.00	85%
Utilities						
Gas & Electric	0.00	395.83	2,973.11	3,958.34	4,750.00	63%
Telephone Expense	0.00	150.00	1,385.76	1,500.00	1,800.00	77%
Water	140.80	41.67	461.17	416.66	500.00	92%
Utilities - Other	0.00		85.69			
Total Utilities	140.80	587.50	4,905.73	5,875.00	7,050.00	70%
UUA Annual Program Fund	0.00	458.33	2,732.00	4,583.34	5,500.00	50%
Total Expense	2,879.85	7,099.99	37,607.98	74,550.02	88,750.00	
Net Ordinary Income	2,797.25	-1,464.17	17,919.74	-18,191.66	-21,120.00	
Other Income/Expense						
Other Income						
Insurance Settlement	210,837.76		211,106.76			
Pass-Through Income						
UU-UNO-In	0.00		115.00			
Total Pass-Through Income	0.00		115.00			
Total Other Income	210,837.76		211,221.76			
Other Expense						
Insurance Settlement Expenditur	41,323.00		94,708.12			
Investment Value Change	0.00		-5,738.90			
Total Other Expense	41,323.00		88,969.22			
Net Other Income	169,514.76		122,252.54			
Net Income	172,312.01	-1,464.17	140,172.28	-18,191.66	-21,120.00	

BOARD COMMITTEE REPORTS

Finance Committee Report: by Eleanor Allen

In the area of income, pledges were coming in slowly, and they continue to come in slowly at this time. Also, there's a very real question about whether we can continue to draw \$2,000 monthly from our endowment at UBS with interest rates so low and the stock market continuing to decline. We had one successful rummage sale, but didn't know in April – and still can't be sure now – if we'll be able to have fund raisers in the coming fiscal year. We also didn't know then, and still can't be sure, when we'll be back in the sanctuary and passing a plate. We've had no rental income since the start of the coronavirus and can't know whether, or when, any of our renters will return. On the expense side, there are areas where we have very little idea what our costs are going to be this coming year:

- We have an insurance settlement from Church Mutual, and a contract with Aguilar Building Services for repairs following the flood. But we can't know until all the work is completed, how many add ons will be needed and what the total cost will be. (See the figures below, showing the situation to date).
- We don't know whether Church Mutual will renew our insurance policy. Whether we continue with Church Mutual, or go with another company, we have no idea what our insurance cost will be.
- We have a flexible agreement with Rev. Hurt to work with us on our transition but don't yet know how much time we will want her spend with us – nor whether it'll be for a few months or longer.
- The roof over the RE wing needs to be replaced as soon as possible. We don't yet know how much this will cost.

Preparing a budget always requires some educated guesses, but this year, as was the case two years ago, there are just too many unknowns and we'd be left making wild guesses in too many areas.

As a result, the board decided to recommend that we continue with the budget prepared for the 2021-22 year. The plan is for the finance committee, with assistance from Angelo Guarino, to begin working on the 2022-23 budget early in the new year. This budget will require serious discussion by all of us in the congregation, not just the finance committee or board, about our priorities, since at this point it looks like we're going to have less income. Our situation isn't totally bleak. We received a generous settlement for the flood repairs from our insurance company. And we have some funds set aside, both for roof repairs and for professional ministry. But we will need to make difficult decisions about how much of our savings to spend, and how to allocate those expenditures - building repairs vs. professional ministry, among others. This is - and should be - a major part of the transitional work we'll be doing this summer and fall.

Payment from Church Mutual:	\$210,838
Less amount paid to Public Adjuster:	-\$11,895
Less amount we've paid or committed to pay to Aguilar Property Services:	<u>-\$155,538</u>
Amount remaining for any additional work needed as repairs progress:	\$43,405

Building and Grounds Report: by Rebecca Carr

After two challenging years for this church community (COVID restrictions and the December 2019 flood), we were finally going back inside for services. Then, on the morning of January 23rd, 2022, there was a second flood. The source was the same waterpipe that froze and broke near the same location causing the flood of December 2019. ... sigh ...

The water flowed from the coat closet (ground zero) into the adjacent rooms, then the next set of perimeter rooms (Sanctuary, social hall, kitchen, informal lounge, women's and men's bathrooms). It continued to flow into the RE hallway and into the first three rooms (archive room, RE classroom and custodian's room).

Sal Bonanza, Niland Group, LLC, and Diego Aguiar, Aguilar Property Services, LLC, were called on site to begin their damage assessments and the insurance settlement. Sal was the public adjuster who helped us settle the building flood of December 2019; Aguilar Property Services was the reconstruction contractor. Aguilar Property Services LLC was hired to begin water removal, remediation and demolition. Niland Group was hired to negotiate a settlement with Church Mutual. Currently, we have a significant settlement with the insurance company; the restoration work has begun.

Our custodian was put out of work for four months. With better weather and reconstruction started, he has been reassigned to maintain the church campus lawn and the ADA bathroom. The ADA bathroom is the only functioning facility in the building as of this writing.

Two or three times a week or more, I am performing a "walk about" inspection to document restoration progress and to discuss issues that the contractor has found and need resolution. At this time, the drywall is being placed and the plumbing is under repair.

One such issue is the south wall of the RE wing. Every year there has been horrific infiltration of stormwater and snow melt into the inside of the building in late winter. There is visible water damage to these walls and signs of mold growth. Certainly not good for a children's education area.

We are going to have the RE wing ceilings repaired. This may seem backward to have the ceilings repaired before the roof is replaced but if the roof was repaired or replaced in a timely manner (before winter sets in) they will be OK. Sadly, the skylights will need to be permanently closed. Currently, bids for metal roofers are being accepted. After all reconstruction work is completed, the most noticeable change will be the floor. The tiles will be removed, and the concrete will be coated with a textured epoxy coating with decorative flakes. An example of the epoxy flooring may be found on the floor at White's Paint store on Arsenal Street. The floors in the sanctuary, social hall, kitchen and the faux brick floor will be unchanged.

The Board approved an additional Add On contract for work in several areas of concern that needed or were due for maintenance. The Board agreed to address them while there was a construction contractor at the church. These include replacement of the damaged RE wing south walls, reconstruct the waterpipe in the hallway by the minister's office (after years of comments, Fix It!!), refinish the sanctuary stage, replace the 35-year-old carpets in the nursery, teen room and RE/bookkeeper's office with the epoxy flooring.

When the finance committee met with our accountant Angelo Guarino, on April 6, 2022, we came to the conclusion that once again, because of the continuing pandemic and the flood in our building, we didn't have enough information to create a new budget at this time.

Social Justice Report: by Eleanor Allen

Between the ongoing coronavirus pandemic, and the damage from our broken pipe which kept us from using our building, our Social Justice committee didn't hold any formal meetings this year. However, social justice work continues to be an important part of our All Souls identity.

Our church continues to support several worthwhile organizations financially in our yearly budget: the Watertown Urban Mission, the UU United Nations office, Camp Unirondack, NY UU Justice (the Unitarian Universalist lobbying group for NY state), and two local charities elected by the congregation at our annual meeting each year. The two charities with whom we're sharing our plate this year are Planned Parenthood and the Victims Assistance Center. We also support the Urban Mission Food Pantry with donations of canned food and personal care items.

Individual members of All Souls participated in the Planned Parenthood Rally on October 2, 2021.



We had hoped to be hosts for Watertown's Juneteenth Celebration this year, but that wasn't possible because of the ongoing building repairs. Many of our members will, however, participate in the Juneteenth events at the Jefferson County Fairgrounds, and also, the Gay Pride events taking place the weekend of June 17th – 19th.

As individuals, some of us helped to get out the vote for the 2020 election and worked on the UU the Vote campaign to elect candidates who support our UU principles.

Several members worked as poll watchers last November, and will be doing so for the primary elections this spring. Some of us are regular blood donors and/ or volunteer

with the Red Cross blood drives. Others work to support migrant and immigrant communities at risk. Some of us participate in the Poor People's Campaign. Some of us volunteer at the Jefferson County dog shelter and the SPCA. We participated in the AIDs walk in Thompson Park.

We are a diverse group of people with differing priorities, but we all feel that doing social justice is an important part of our lives.

Wondering Center Report: by Frances Mercer

Report from Wondering Center (Religious Education/Exploration for Children and Youth)

This is a report for two years (July 2020-June 2021 and July 2021-June 2022). During



these two years an on-going COVID 19 pandemic and restoration work to deal with water damage from two waterpipe breaks have limited access to the interior of the church building for activities of any kind. Activities or programs for children and youths have been very limited and sporadic. We began these two years with 7 families with children of a wide range of ages and varying degrees of actual participation by the adults and children. This year two of the more active families with a total of 5 children moved from the area to Connecticut and Texas. We said goodbye to Louisa Cartier and her children and April Huff and her children. In the remaining 5 families there are 14 children (again of a wide range of ages—approximately (6-7) 12+, (3) elementary, and (4) preschool. Before the pandemic, our strongest activities occurred on Sunday mornings and focused on children up to age 12. This was appropriate for the children we had then. But now the balance seems to have shifted making religious exploration activities for children age 12 and older just as important for us. The challenges in the past almost three years to UU communities have generated many thoughts and new resources, strategies and approaches for engaging and supporting children, youths, and families. Learning about these resources, strategies and approaches and considering whether and how they could be helpful and appropriate for our community will hopefully be part of our transition.

As we end another year of challenges to all aspects of our mission as a UU congregation, what families want us to do and what priority children and youths should

be given are not entirely clear. As a UU community and congregation we have acknowledged that we are in transition and have engaged a professional consultant, Rev. Kathy Hurt, to help us ask the relevant questions, to clarify whether and how our mission or journey together has changed or evolved, and what needs to be done next.

In the Annual Report for 2019-2020, the following observations were made and are still true:

“We made little progress on establishment of a Spiritual Growth and Learning Council/Committee/Task Force to assume leadership for the programs and activities for children and youths. Such a Council was proposed to broaden and expand the leadership, input and responsibility for programs and activities for the children and youth. There is still much need for such a Council to plan and guide such tasks as establish goals, seek input from families and children, keep the board and congregation informed, plan family and intergenerational activities, engage adult volunteers, and identify and organize the UU and All Souls resources for children/youth/family/intergenerational programs and activities, supervise the part-time paid staff...We are facing many challenges as the world and our situation change because of the pandemic. There is much uncertainty but once again much opportunity to think about religious education as part of our mission as a UU church and how we want to go about religious education—supporting and stimulating spiritual growth and learning.”

During these two years, various activities were tried for limited periods of time with low participation. For a few months in the Fall of 2021 we were able to have some in-person Sunday services including a Halloween service for all ages. In preparation for the Halloween service, we gathered on a Saturday to paint/decorate pumpkins for the service and each family took home a pumpkin as well. We rehired Kim Davis as our RE assistant. But very soon we were again back to Zoom services. Throughout the pandemic children and youths have been encouraged to attend Zoom Sunday services and participate in Joys and Concerns. A Story for All Ages has been part of many Sunday services. Nevertheless, participation by children or youths has been very limited. Outside activities such as a trip to the New York Zoo, two walks on trails in Thompson Park, a Spring egg hunt, a search for signs of Spring, playing croquet on the back lawn, as well as outside gatherings for all ages were attended by some children. In addition, in the Weekly Post, suggestions about resources and activities for children and families were provided.

Worship/ Music Report: by Eleanor Allen

Two unanticipated events, besides the continuing coronavirus pandemic, influenced our worship services this year: Marty's departure for his new congregation in Maine at the end of June 2021; and the second flood in our building on January 23, 2022.

Rev. Marty Pelham, our part-time consulting minister, had been leading two services each month. With his departure, the worship committee had to organize all of the 48 services this year. We took this in stride as we've been without professional ministry many years in the past. We used Soul Matters, an online set of materials originally brought to our attention last year by Rev. Pelham, as a resource. And one or two members of the worship committee took responsibility for organizing the services for a

month at a time, so this didn't fall unfairly on any one person for extended periods during the year.

We had guest UU ministers: Rev. David Weissbard provided one service most months. And Rev. JJ Flag, who is both a UU minister and a UCC minister at our neighboring Emmanuel Church, came on several Sundays. The worship committee, originally consisting of Sarah O'Connell, Frances Mercer, Joanne Harter, Catherine Burns, Harriet McMillan, and Eleanor Allen, gained two new members: Rebecca Carr, and most recently, Kelly Sackheim. Rebecca led her first service this April. Attendance at the services varied from week to week, but averaged about 24 people over the year. Because of the coronavirus, our summer services were held virtually on zoom, with an outdoor in person social hour between one and two in the afternoon when the weather permitted. The highlight of our summer services was on August 29th, when, instead of a worship service, we had a picnic on the lawn. Several people read poems they had brought to share.



Here are some other highlights from the year:

Our traditional water and rock ingathering service was re-imagined for zoom by Joanne Harter. Technology allowed us to have Alison Hess, from the UU UNO office, as a 'live' guest speaker during the United Nations Sunday service, facilitated by Sylvia Heap and Frances Mercer, with Robert South providing the technology. Rev. JJ Flag, the minister at our neighboring UCC church, was guest minister at several of our fall and winter services. We changed our starting time to 11:30 on those Sundays, so Rev. Flagg could preach at his own church, and then at ours.

We explored possibilities for our re-imagined future in several of our lay-led services. And then Rev. Dr. Kathy Hurt, a UU minister who specializes in helping congregations in transition, led a virtual service and congregational conversation in May, about our opportunities and goals. Rev. Dr. Hurt, who was invited by the transitions team, will come in person in July to continue this conversation.

Bianca Ellis, a member of our Watertown community, led a service about the celebration of Kwanzaa in black communities. And Austin Kenyon spoke with us about the UU relationship with nature.

We were just beginning to experiment with dual platform services, having some congregants safely present following coronavirus protocol, while others participated remotely over zoom, when the pipe over the coat closet that had previously broken, broke again, causing extensive flooding in the building, on January 23rd. At that point, we again moved all our services online. We are grateful for Robert South, who put each service, including the music, into a power point presentation, in order to make them flow smoothly over Zoom.

Toni Zygadlo provided 'live' music. She prerecorded the prelude, postlude, and hymns, so they could be played during the zoomed services. The worship leader chose the hymns each week, but Toni chose the prelude and postlude music. We enjoyed her creativity. We also used music found on the web, with proper permission, in some services.

Here's a listing, by date, of the topics and presenters this fiscal year:

- July 4: No service
- July 11: Catherine Burns reported on the spiritual impact of virtual participation in the UUA General Assembly last month.
- July 18: ML in the Pulpit – An online service by Meadville Lombard Theological School highlighting their work and programs, facilitated by Eleanor Allen.
- July 25: Robert South – Prophets
- August 1: UUA General Assembly Sunday Morning Worship Service online “Until Love Wins”
- August 8: Eleanor Allen - An online presentation from the UU Hysterical Society: Hysterical Women: A Story of Friendship
- August 15: Frances Mercer – Connecting Through Song and Story
- August 22: Another online presentation from the UU Hysterical Society: My Muzungu Eyes are Improving, facilitated by Eleanor Allen
- August 29: All Church Picnic and informal Poetry Readings
- September 5: Labor Day – no service
- September 12: Joanne Harter – Water and Rock Ceremony reimagined for zoom.
- September 19: Rev. JJ Flag – Beloved Community – service coordinated by Catherine Burns
- September 26: Catherine Burns – Autumn Equinox
- October 3: Frances Mercer – Beware of Labels: All Beings are Plurals – This was a hybrid service with some people in the sanctuary following safe coronavirus protocols

and others participating from their homes over zoom.

☐ October 10: Frances Mercer – Columbus or Indigenous People’s Day? - This was an in-person only service following safe coronavirus protocols.

☐ October 17: Rev. David Weissbard – It’s Good to Be With One Another – This was a hybrid service with some people in the sanctuary following safe coronavirus protocols and others participating from their homes over zoom.

☐ October 24: Sylvia Heap and Guest Speaker Alison Hess – United Nations Sunday was a zoom only service with Alison Hess, International Engagement Associate for the UU UNO speaking remotely from her home, coordinated by Sylvia Heap and Frances Mercer.

☐ October 31: Frances Mercer – A Multigenerational Celebration of Halloween – This service was in-person only, again following all coronavirus safety protocols.

☐ November 7: Guest speaker Austin Kenyon – The History of the Relationship Between Nature and the American People, coordinated by Robert South – Hybrid with some people in the sanctuary following coronavirus protocols and others participating from home over zoom.

☐ November 14: Rev. David Weissbard – Who is a Hero? - Hybrid service

☐ November 21: Robert South – The Limits of Hospitality – Hybrid service

☐ November 28: Rev. JJ Flag – WTF!?! (When All Else Fails) – Hybrid service at 11:30AM

☐ December 5: Sarah O’Connell – Opening to Joy – Hybrid service

☐ December 12: Rev. David Weissbard – Saving Santa – Hybrid service

☐ December 19: Joanne Harter – Winter Solstice – Hybrid service

☐ December 24: Joanne Harter and Sarah O’Connell - Our Traditional Christmas Eve Candlelight Service – Hybrid service

☐ December 26: No service, but regifting party held at church

☐ January 2 service was cancelled due to weather

☐ January 9: Rev. David Weissbard – Holding on to Hope – Zoom only

☐ January 16: Rev. JJ Flag – We Shall Overcome? (service time changed to 11:30 to accommodate Rev. Flag’s schedule and Zoom only)

☐ January 23: Bianca Ellis – About Kwanzaa (this service was also at 11:30) Service coordinated by Eleanor Allen

☐ January 30: Pat Merz and Eleanor Allen – A Free Man’s Religion

☐ February 6: Catherine Burns – Looking at Spiritual Growth

☐ February 13: Rev. David Weissbard - Myth and History

☐ February 20: Rev. JJ Flag – Where is the Love?

☐ February 27: Catherine Burns – Black Women in Science

☐ March 6: Eleanor Allen – On the Brink

☐ March 13: Rev. David Weissbard – Freedom Squares

☐ March 20: Eleanor Allen – Sermon delivered by Rev. Alison Miller at General Assembly

2015 - Re-Storying Hope

☐ March 27: Eleanor Allen – The Tide is Rising and So Are We

☐ April 3: Sarah O’Connell – Awakening

☐ April 10: Rev. David Weissbard – With Liberty and Justice for Some

☐ April 17: Sarah O’Connell – Easter Sunday

- April 24: Rebecca Carr – How's Our Environment
- May 1: Robert South – Nurturing Beauty
- May 8: Rev. David Weissbard - Neighbors
- May 15: Sarah O'Connell – Algorithms of Beauty
- May 22: Rev. Kathy Hurt – Beauty Lost, Beauty Found, followed by a congregational conversation about our future
- May 29: Robert South – War vs. Justice
- June 5: Frances Mercer - Counting, Sharing, and Bestowing Blessings
- June 12: Frances Mercer – Flower Communion, followed by the Annual Meeting
- June 19: Frances Mercer - Stories of Everyday Blessings, Big and Small
- June 26: Frances Mercer and Joanne Harter – Annual Blessing of the Animals outdoor service around the peace pole.



Our Principles

Unitarian Universalist congregations affirm and promote:

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large;
- The goal of world community with peace, liberty, and justice for all;
- Respect for the interdependent web of all existence of which we are a part.

Our Mission

- The mission of All Souls Unitarian Universalist Church is to create an environment in which personal and spiritual growth is encouraged; and where each of us is free to explore our individual beliefs and search for meaning.
- We strive to be a warm, supportive, nurturing and inclusive religious community where all people are respected and honored because of their uniqueness.
- We promote acceptance, diversity and social justice through our dealings with each other and our actions in the local and global community.

Our Purpose (Article II of our bylaws)

Free religion, as we would have it lived, is a fellowship of seekers after truth, bound by no dogma, restricted by no creed. Our purpose is to join together in a cooperative quest of religious and ethical values and to apply those values to the fulfillment of our objectives, which are the enrichment of spirit, the development of character, and service to all. Our basic underlying convictions are these: that religious and scientific truth must be compatible, that the democratic process should guide human relations, and that each individual has an inherent dignity and the right to freedom of belief unfettered by any prescribed creed.