

2019-2020

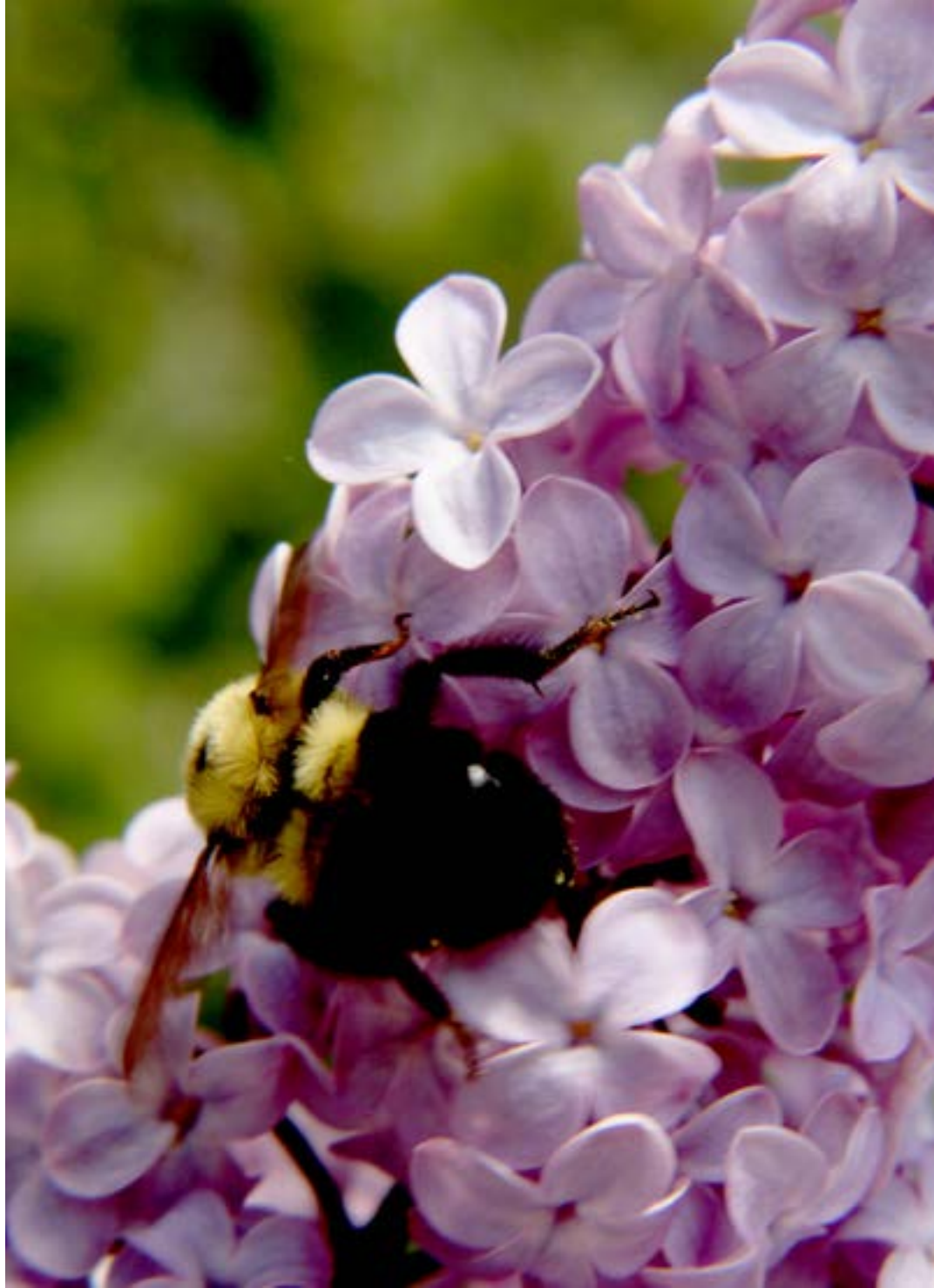
Together Through the Journey



UU CHURCH
of CONCORD



Dedication



This Yearbook is dedicated to these special volunteers honored in June 2020:

Betsy Black & Cathy Menard | **Volunteers of the Year**

Beth Corcoran | **Unsung Hero**

Linda & Bob Williams | **Lifetime Volunteers**

Caring Circle Volunteers | **Pandemic Response Team**

Lorraine Ellis | **Outstanding Pandemic Volunteer**

Welcome to Our Yearbook Volume III | 2019-20

Our Yearbook is organized around our Ends Statements, which are our shared vision for how we want to be together and impact our world. Our Yearbook Committee asked our church leaders to reflect on how their project, team or committee helps us achieve our Ends. Our leaders' responses formed the foundation for this Yearbook.

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1

Our congregants create and experience authentic connection.

2

Congregants give and receive care and support in times of joy, sorrow and transition.

3

We have a broad circle of effective leaders who have the resources to complete their work in service to our mission.

4

Our congregation benefits from the exchange of wisdom across diverse life stages and experiences.

5

Our rich & diverse worship and religious life nurtures, challenges & inspires us to daily practice of our values, lifelong learning, and transformation.

6

We are grounded in our Unitarian Universalist faith tradition and pass those values to the next generation.

7

We are visible leaders in the greater Concord area as we live our Unitarian Universalist values.

8

Our outreach ministries have a noticeable impact in the larger community.

9

We are full and active participants in the work of both the Greater Concord Faith Community and the larger Unitarian Universalist community.

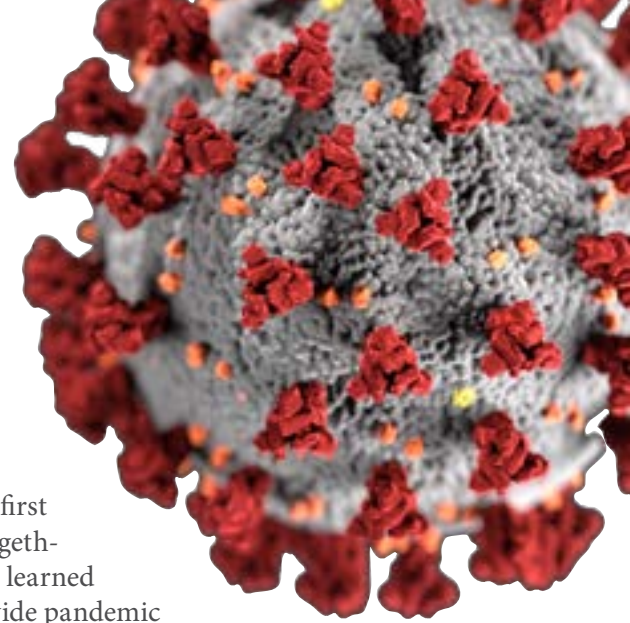
2019-20

BOARD OF TRUSTEES & MINISTERS



Back row: Rev. Michael Leuchtenberger, Jeff Fetter, Ann Hoey
Front row: Rev. Lyn Marshall, Anne Drewniak, Karen Mayo, Kelly Mahony, Zoe Picard

*Love is the spirit of this church, and service its call.
Let this be our covenant:
To dwell together in peace, to seek the truth in love, and to help one another.*



Together Through the Journey

What a wild journey we have been on this year! During the first seven months of the 2019-20 church year, we worshipped together, celebrated together, served our community together, and learned together...just as we always do. But in March 2020, a worldwide pandemic called coronavirus or COVID-19 caused our church to journey into uncharted territory. Guided by our deep compassion for the most vulnerable among us, and knowing we are part of an interdependent web where our choices affect much more than ourselves, we quickly transitioned to online services only. Our first livestream-only worship was on March 14, followed quickly by the governor of NH ordering all but essential services to close starting March 26. A statewide Stay at Home order was in effect through June, when it changed to a Safer at Home suggestion. Yet our church building remained closed, as we practiced our new mantra “Physically Distant, Socially Connected.”



The building closed, but the church, which is its people, never did! Our ministers adapted to preaching to a camera in an empty sanctuary, knowing our congregation was with them in spirit. New Caring Circles reached out to support each other by phone, email, and delivery of supplies. Our choir sang together on Zoom. Congregants attended rallies for justice for black lives, wearing masks and with extra space between us. Our Covenant Groups continued to meet virtually, some even deepening their bonds during this time of physical distancing.

As is our tradition, our Yearbook is organized by our Ends, the goals we have set for our congregation. We have highlighted many sections with a COVID-19 icon to call attention to ways we adapted to the pandemic.

The challenges of COVID-19 continue even as this Yearbook is assembled in November 2020. There is no denying that many in our congregation feel lonely and miss their church. Some of our congregants have been ill with COVID-19, though our church has not been grief-stricken by tragedy, and our abiding prayer is that we all get through this pandemic with our health intact. In spite of the hardships, when we see the way our congregation journeyed together through this worldwide crisis, we know that our Covenant, which we repeat every Sunday, really has sustained us.

WHEN YOU SEE:




This indicates a shift after COVID.



This is a video clip or link to our archives.
Click to watch.
(Don't forget the one on the cover, too.)



Covenant Groups | Covenant groups were in a steady state, with nine groups meeting regularly.

 March 13th was a fork in the road, and there was a bumpy stretch as everyone learned how to use Zoom. Motivation to stay connected during a time of pandemic shut-down was high, and most groups made the switch and continued to meet in virtual space. One group, which had never met during the summers before, decided that their connections were helping them navigate the challenges of life in 2020 and continued to meet. A member of that group reported, “We are closer than ever.”

“Our covenant group has been together for years. We don’t usually meet during the Summer months but when COVID hit we all felt that we needed to check in for each other during this time. We were surprised how much we liked using Zoom and actually feel closer from that time we’ve spent together.”
—Joanna Henderson


Membership Programs | A few folks interested in membership and engagement activities (Karen Cox, Jeff Abbe, Lorraine Ellis, David Canfield, Janet Kelley-Vail, Cathy Menard, Lea Smith, and Michael Leuchtenberger) met twice in the fall of 2019 to brainstorm ways to reinvigorate these efforts. One innovation was to create a Newcomers Corner during social hour on the first Sunday of every month, staffed by friendly faces, to answer newcomers’ questions and give them additional information about our church.

Dozens of volunteers and staff run programs under the broad heading of “Membership.” Those include: Greeters, Exploring Membership Group, Welcoming Literature, Long-term Member Recognition, Newcomers Corner, Engagement Team, and Database of Members and Friends.

Membership Records | **Joined in Dec 2019:** Dan Frye, Renee West, Emily Brisson, Jean Lightfoot, and Larry Davis. **Joined in April 2020:** Deb Cooper, Chip Cooper, Dana Hook, Brian Parent, Katherine Leswing, and Molly Morgan. **Joined in July 2020:** Jim Downie, Erika Downie, and Dariel Thompson. Members who died but are carried in our hearts: Carin Plante, Rose Bliss, and Katie Dunn.

Exploring Membership Groups | The Exploring Membership Groups provide prospective members a chance to meet with other explorers, to learn about the rights and responsibilities of membership, about Unitarian Universalism in general, and the way that it is expressed in our particular congregation. Over the course of the 6 hours together, participants share their histories and perspectives, often developing long-lasting relationships in the process.

We held two Exploring Membership Groups this year, in the Fall and Spring. Between the two groups, 11 dynamic and enthusiastic participants made the decision to join the church.

 Due to COVID-19 we held the final session of the Spring group via Zoom, and recorded a member-covenanting ceremony online as well. The new members from that class will physically sign the membership book when it is safe to be back together again in the church building.



Our congregants create and experience authentic connection.



Games and Chocolate

The purpose of this First-Friday-of-Every-Month event is pure fun! We welcome members, friends, and friends of friends to an intergenerational, sometimes loud, gathering to share and eat chocolate while playing (mostly) board games. It is a really good event to invite non-Concord UU friends so they can get to know folks before they come to a service.

When COVID had us reimagining getting together for games we did some Zoom gatherings and played some board games that translated onto Zoom pretty well. We didn't get the same large group that we normally had, and even though it was fun to see the few who did try to make it happen, we really missed the gathering we had come to know. The biggest change was not having Loren Hill be there with us.

Engagement Team | The Engagement Team (Cathy Menard, Janet Kelley-Vail and David Canfield, with Director of Membership & Administration Lea Smith) was formed in 2019-20 to ensure that newcomers can connect with their programs of interest and make authentic connections with others in the church. This team evolved from the "Love & Service Facilitator" idea that has been percolating for a few years.

Through this program, our Engagement Associates meet with congregants to help them connect with the church programs and volunteer opportunities that interest them, and "mentor" the congregants to help them deepen connections. In the spring of 2020, each Engagement Team Member was matched with two new members to "mentor."

However, the COVID shutdown hampered this process. Eventually, we hope that the Engagement Team can also foster deeper connections among current members and help get people re-connected if they start to drift away.

Our Facebook Followers increased from 653 in 2018-19 to 839 in 2019-20. This increase of 186 shows a healthy growth of people interested in our church and what we have to say.

(See page 27 for more information about our publications.)





Grounds Team | Our church grounds offer space for meditation, for respite, for play, and for connection. The goal of the Grounds Team is to maintain the church property for aesthetics, safety, and the health of the plantings. With Bob Lyon's knowledge of trees, he has helped maintain a healthy environment around the church property. Jim Downie has been monitoring the shrub planting in front of the solar panels and Tom O'Brien coordinates monthly work days of the Green Team to complete larger grounds maintenance jobs as well as our spring and fall clean-ups. Olkonen Earthscapes was hired to weed, feed and trim the shrubs in the solar planting. Thank you to Fran Philippe, who took over as Grounds Chair this year, and thank you to Ruth Axelrod, who resigned from the role leaving detailed records of the work the committee did under her charge. And special thanks to Bob Lyon, who volunteered to mow all the lawns when our Facility Manager Kathie Martin was on COVID leave, and then retired.

Green Team | The Green Team exists to take care of our beautiful church grounds, gathering monthly on the 4th Sunday of each month. By working together outdoors in a volunteer capacity they learn from each other while beautifying our church grounds. Tom O'Brien (Green Team Coordinator), Bob Lyon, and Fran Philippe were regulars, with all welcome to join as able.

"Bittersweet be gone!"

—Tom O'Brien, Bittersweet Eradication Warrior

Because they work outside, the Green Team was one of the few groups that could continue to gather, practicing social distancing while working and wearing masks when working in proximity to one another closer than 10 feet. The Grounds looked better than ever, though few people were at church to appreciate the beauty!

Zoom Rooms | We used Zoom Rooms to stay connected through these months of social distancing, although it posed a problem for individuals who didn't have built in mics or video cameras, or for those who do better with face-to-face conversations. Although it was a learning curve for some, many found it a great way to keep in contact,

continue working on projects, or meet with their covenant or book groups, and to just not feel so alone. But there

was a point when we all experienced "too much Zoom!" and needed a break from all the Zoom meetings.

Fun(d)-raisers | We have several fundraisers that bring people together for fun and service.

Our 2019 Greens and Artisan Fair was chaired by Erika & Jim Downie, with the help of Peg Herbert, Fran Philippe, Belinda Nerl, Beth Corcoran, Christy Dolat Bartlett, Bob & Beth Gabrielli, Kits Tunney, Sue Koerber, Jim Schlosser, Ann Hoey, Deb Bruss and many others. This festive event featuring our lovingly hand-decorated wreaths, a boutique of holiday treasures, local artisans, and more, is a decades-old tradition in the Concord area, yet increasingly we find it is competing with energy and space needed for other mis-



“I love this church and what it stands for. It has so much to offer even beyond the service.”

—Kristen Curren, Facebook recommendation, 2019

sion-related efforts. At a wrap-up meeting last year, we decided to really change the event--to scale back, making it more of a social gathering where we make the wreaths, so that the event is more about connection than it is about profits. It seems this beloved tradition will be changing with the times. Our deep gratitude to Jim & Erika for chairing this for several years!

Our annual **Plant and Yard Sale** was cancelled due to COVID, as collecting other people’s used treasures and having the public come inside to shop was just not safe. Many congregants missed the opportunity to share their home-started seedlings or perennials from their own gardens, and others missed the chance to jump-start their gardens with annuals and perennials from our sale.

Our second annual Goods & Services Auction was planned to be part of our annual spring picnic in June, but instead we had to end our year gathering on Zoom and reimagining this event as an online **Talent Show and Auction: Viral Edition**. Performances by Joyce Bennett, Larry Davis, Azalea Morgan, the Wholly Rollers, Chris Soule, and Linda Ashford were sprinkled throughout the live auction, with Rev. Michael as auctioneer. There was also a silent auction online that members could bid on through Google. It was a good turn out and a fun way to keep our minds off of not being together on the church grounds enjoying a picnic. We had 95 items donated and raised a net of \$8,322! Even the bead game was played!

Hospitality Team | In normal times, our 40-member team, coordinated by David Canfield, produces the social hours that follow Sunday services 52 weeks a year. We also arrange the fall

and spring picnics that open and close each church year. Our social hours this year continued to provide opportunities for personal connection and for personally sharing joys and sorrows that otherwise would be largely missing.

Unfortunately, COVID closed down our traditional social hours from March on. However, most Sundays we had informal Zoom gatherings after the service, either for a short while before Second Hour programming started, or for a longer while during the summer when there was not formal programming.

Our Hospitality Team included: Andrea Baird, Christy and Peter Bartlett, Joyce Bennett, Eleanor Bond, Lisa Cassell, Erika Downie, Lorraine Ellis, Bill Faulkner, Marianne Fleischman, Ron Fowler, Beth Gabrielli, Bob Gabrielli, Charles Hillen, Kitty Hok, Dana Hook, Josh Humphrey-Sewell, Phill Hunt, Nancy Johnson, Lorna Landry, Emmett Leblanc, James Locke, Sara McNeil, Rick Mitchell, Shelley Moffatt, Tom O’Brien, Marti & Clay Savoy, Gary Schroeder, Joe Sewell, Sandra Stonebanks, Cathy Sturtevant, Geoff & Heather Terragni, Kits Tunney, Franz Vail & Janet Kelley-Vail, Bob Williams, Linda Williams, Nancy Wood, Joyce Wright, Rik Yeames.

Community Luncheons | We offer a free luncheon on the second and third Sundays of the month, after our Second Hour programs. Breaking bread together offers time to get to know one another better, while discussing the Second Hour programs which we participated in, or whatever is in our heart. Thank you to Franz Vail for volunteering to coordinate the luncheon hosts this year.




Congregants give and receive care and support in times of joy, sorrow and transition.

“Love lives here! We are so blessed to be a part of this beloved community”

—Whitney Howarth, written as a Facebook recommendation, 2019




 **Caring Circles** | The Caring Circles emerged in April 2020 to ensure each one of our congregants felt cared for and had their practical needs met during and beyond the governor-mandated Stay at Home order during the coronavirus pandemic. About 32 Caring Circle Leads offered friendly phone calls to our entire congregation, helping them feel connected and cared for. Nine Couriers offered practical support, running over 40 errands including shopping for food or supplies to those isolated at home; in total, 22 individuals received this help. Further, we answered 13 requests for financial support.

We divided all households into Circles of about 10 households each, with a Lead who called each household to ensure they had what they needed to be safe at home, such as food and medication. Couriers shopped for and brought supplies to those who could not go out due to being at risk, in quarantine, or ill. Even as the Stay at Home orders were relaxed, Leads continued to reach out to help congregants feel connected and cared for.

“I have enjoyed getting to know friends and members of the UU Church of Concord. I attended my first service back in November and I’ve been so impressed by all that this Church represents and offers to those who participate... I loved the idea of the caring circle initiative along with the additional role of couriers. It’s helped me feel like I was doing something positive during this pandemic.”

—Sue Posluszny, Caring Circle Lead

Caring Network | The Caring Network consists of volunteers who help other congregants in an acute time of need, such as provide meals during a crisis, provide rides to the doctor or run errands after an injury, help out with any special tasks, and cater receptions for memorials. We provided meals for three different members and Sara McNeil provided some assistance for one couple under the “special task” category. Barbara Keshen coordinated two memorial receptions: Julie Clough, a Friend of our church, on Sept. 14, 2019 and Carin Plante, a Member, on Oct. 12, 2019.

 Some of the work of the Caring Network shifted to the Caring Circles during the lockdown (such as errands) while home-cooked meals were put on hold due to hygiene concerns. A memorial for beloved member Kathleen Dunn, who died on Feb 29, 2020 was cancelled due to the pandemic.


Congregants give and receive care and support in times of joy, sorrow and transition.

Caring for Aging Loved Ones Group | This support group is a safe place for caregivers to share joys, challenges, worries, struggles and sorrows around caring for aging loved ones.


The Ageing Journey | The Ageing Journey, co-led by Pat Hoertdoerfer and Linda Williams, functions like a monthly open drop-in covenant group to discuss issues related to aging well.

"Sometimes caregivers get so wrapped up in helping their loved ones that they forget to care for themselves. This group helps us remember to focus on our own concerns and victories as well so that we are supported in our efforts to provide care."

—Susi Nord, group member

 During the pandemic, they moved their meetings to Zoom to continue supporting one another when their challenges were exacerbated by caring for their loved ones who are especially at-risk for COVID due their age, health conditions, or living in long-term care facilities.

The group brought together people who are dealing with issues related to ageing to offer each other support, insight and the wisdom they we have gained. The leadership is shared with participants taking turns leading discussions. Participation is open to all and people come and go depending on their schedules.

 The group decided to suspend meetings during the pandemic, until the beginning of next year--some people are less comfortable with technology and they prefer to meet face to face anyway.

Light Still Shining

Carin Plante

Rose Bliss

Katie Dunn






Our 2019-20 dedicated staff team included:

- Rev. Michael Leuchtenberger, *Senior Minister*
- Rev. Lyn Marshall, *Minister of Lifespan Faith Development*
- Calvin Herst, *Accompanist*
- Kathie Martin, *Facility Manager*
- Lea Smith, *Director of Membership & Administration*
- Heidi Page, *Office Administrator*
- Christina Oliva, *Nursery Care Provider*
- Aliemma Kanu, *Sunday School Assistant*

Our staff helps the Senior Minister carry out the Mission and Ends (goals) as identified by the Board of Trustees. Each member of our staff has their own area of expertise, but we work as a team to support one another to do our best work for and with the congregation. In the late fall, we developed a Staff Covenant for how we want to work together and with congregants. We had several staff changes this year:


- Linda Mai, who had been our beloved Choir Director since 2015, resigned in August 2019. We hired a new Choir Director in October, but for personal reasons he was only with us for two months. Rev. Michael Leuchtenberger stepped in to cover that role.
- We added a Sunday School Assistant, Aliemma Kanu, mid-year to help with our children’s programs.
- Our beloved Facility Manager, Kathie Martin, announced her retirement after 21 years; her last day of work was on June 30.

 [WATCH VIDEO of Kathie’s Retirement Drive-Thru](#)

 Our ministers and administrative staff worked mostly from home from mid-March through July. They quickly adapted their routine duties to connect and support our congregants, to organize Zoom meetings, to provide tech support for livestreaming, and more. Rev. Leuchtenberger continued

to fill in as Choir Director for longer than he otherwise might have, because he had the technical skills to make the transition to a virtual choir. For staff that could not work from home, such as childcare workers and our facility manager, the church gave paid leave, the only compassionate, faithful response.

Operations Leadership Team (OLT) | The OLT helps the Senior Minister carry out our Mission and Ends (goals) of the church as identified by the Board of Trustees. They develop volunteer leadership across all ministry areas, set priorities for allocating resources, develop and revise operational procedures, and model a culture of gratitude. The 2019-20 OLT included Wendy Olson, Jack Wakelin, Rik Yeames, Cathy Menard, Belinda Nerl, and Betsy Black, along with staff members Michael Leuchtenberger, Lyn Marshall, and Lea Smith. The OLT is supposed to have eight volunteer members, with four members joining every other year, so there were two vacancies this year. Some of the OLT’s accomplishments were:

- Coordinating our Second Annual Membership Fair in Sept 2019, where all church groups had tables to share what they do, so congregants could find meaningful ways to participate;
- Recruiting or providing leadership for Stewardship Committee (thank you, Stewardship Chair Cathy Menard), replacement of pipes causing elevated lead levels (thank you, Geoff Terragni), stocking literature in the sanctuary (thank you, Janet Kibbee), and much, much more;
- Developing a delegate selection process for UUA General Assembly and District Annual Meeting;
- Providing lunch for Leadership Councils (November and March) to increase collaboration across ministries;
- Supporting a healthy environment by organizing a church composting system (thank you, Belinda Nerl) and Chemical Use Policy;
- Updating procedures such as our Child Protection Policy and Picnic procedures; and
-  • Acting as a sounding board to the Ministers and staff in developing a faithful response to the pandemic, providing feedback on ideas for livestreaming and personal connections with the congregation, and “taking the pulse” of the congregation to help discern needs.

Finance Team | To ensure our financial resources are used in service of our mission, our Finance Team (Jack Wakelin, Cathy Menard, Karen Mayo, Lea Smith) provides oversight of our finances. Cathy, Lea, and Karen performed a major upgrade to our financial reports as part of our “Transparency Project.” All our assets are now listed on our respective financial reports (including land and buildings) so that church members have

“Thank you for your care and kindness that you always showed to all of us and our demanding old building over all these years. It will be a strange feeling without you there but your spirit will always be with us!”

—Vicki & Jack Wakelin, message to Kathie Martin in her retirement book

We have a broad circle of effective leaders who have the resources to complete their work in service to our mission.

a complete picture of our assets and liabilities in the uncertain times of the COVID-19 pandemic and going forward. This upgrade also better prepares us for the future audit of our financial controls and procedures.

Once we had to shut our physical doors, the Finance Team worked quickly to obtain a Paycheck Protection Program (PPP) Loan from Eastern Bank, where we already had a relationship for the Greener Building Project. This turned out to be key in obtaining the loan. This PPP loan, along with the continuing generosity of our congregants, allowed us to continue to pay all our staff, whether they could work or not, during the governor's Stay At Home orders and beyond. It will also allow us to have a buffer against pledges that we used to budget for the 20-21 year that may not be received due to COVID-related financial burdens on our members and friends. As we fulfilled the terms of the PPP loan by maintaining pre-COVID staffing levels, the PPP loan is destined to become a grant which does not have to be repaid.

Our Finance Team did not stop there! This loan/grant complicates our bookkeeping tremendously, and we had to have a special warrant article in the May 2020 annual meeting allowing us to use any "surplus" funds created by this loan in the next fiscal year's operating budget, rather than putting it into the endowment as our by-laws and policies require. The Finance Team will apply for forgiveness of the loan when the procedures for this process are completed by the US Congress; we may have to have another special meeting once we determine what the financial effects are, and how our policies and by-laws impact our use of these funds.

"This whole process has been fluid and dynamic, and it has brought up many new questions about how our policies and by-laws interact with financial questions. The Finance Committee has been Zooming every 3 weeks for months, trying to make progress on each issue we have noted, as well as continuing the "normal" financial workings of the church." —Karen Mayo, Treasurer

Operating Budget | Our Operating Budget is a primary resource to support the church's Mission and Ends as set by the Board of Trustees. Our financial performance in 2019-20 was remarkably good despite the challenges of a pandemic.

- We ended the year with an operating shortfall of \$10,709. The Payment Protection Loan helped our cashflow remain strong, so we did not take the fourth quarterly budgeted draw from the endowment. Had we taken this draw (\$15,936.25), we would have had a small surplus instead of a shortfall.

- We ended 2019-20 with pledge promises on record totaling \$281,432. Of this, \$265,990, or 94.5%, had been fulfilled as of July 31.

(See Operating Budget Chart on page 17)

Building Maintenance Committee (BMC) | The BMC maintains the integrity, beauty and usefulness of the Church building as a resource for serving our mission. BMC members include LeRoy Anderson, Warren Haslam, Loren Hill, Gary Schroeder, Franz Vail, Jack Wakelin and Bob Williams, with Trudy Mott-Smith as the coordinator for the team.

In 2019-20, the BMC, either through the work of its members and other congregants or outside contractors, did the following:

1. Completed projects begun previously, including relocation of exterior posts supporting Fellowship Hall, replacement of ramp railing, new toolshed, and accessibility conversion of the West restroom.
2. Improved driveway signage. Painted lot with directional arrows and speed limit. Cleaned parking lot and driveway preparatory to filling cracks.
3. Replaced piping and faucet in Emerson classroom sink and lead-tested water in all sinks.
4. Repaired roof.
5. Electrical work: repaired driveway pole receptacle; replaced fixture at back of building; relocated wiring; installed new exterior fixtures to illuminate Fellowship Hall and sanctuary entrances and path to chapel.
6. Investigated ceiling leaks. Advised on plumbing contractors, sewer system backup, and ramp for sanctuary. Commented on draft Chemical Use Policy.
7. Did maintenance, including replacing hallway light fixtures,

carpeting, door handle, door closer, several dispensers and window glass. Painted railings and repaired outdoor water spigot.

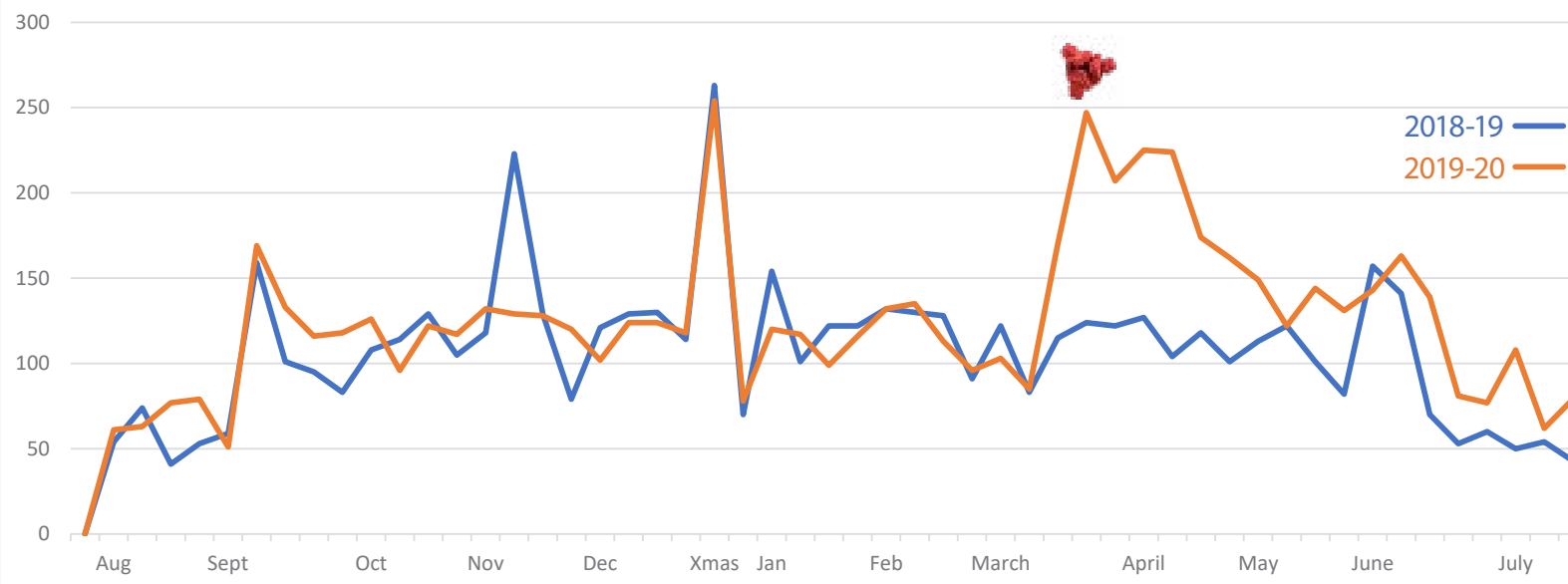
8. Began intensive investigation of sanctuary ventilation/heating system, both for the purpose of repair and to attempt significant increase in fresh-air flow and circulation.
9. Managed a substantial budget, requesting funds as needed, and kept the congregation informed via E-Bulletin and Parish Notes.

Continued on pg 17





Worship Service Attendance 2018-19 vs 2019-20



“Your Board of Trustees came into this year with renewed commitment to Congregational Connection. Our focus was to develop and implement a variety of processes that would increase Board visibility and communication - with a concentration on listening.”

—Anne Drewniak, 2019-20 Board Chair

2019-20 Board of Trustees | Rev. Michael Leuchtenberger, Jeff Fetter, Ann Hoey, Rev. Lyn Marshall, Anne Drewniak, Karen Mayo, Kelly Mahony, Zoe Picard

This year the Board:

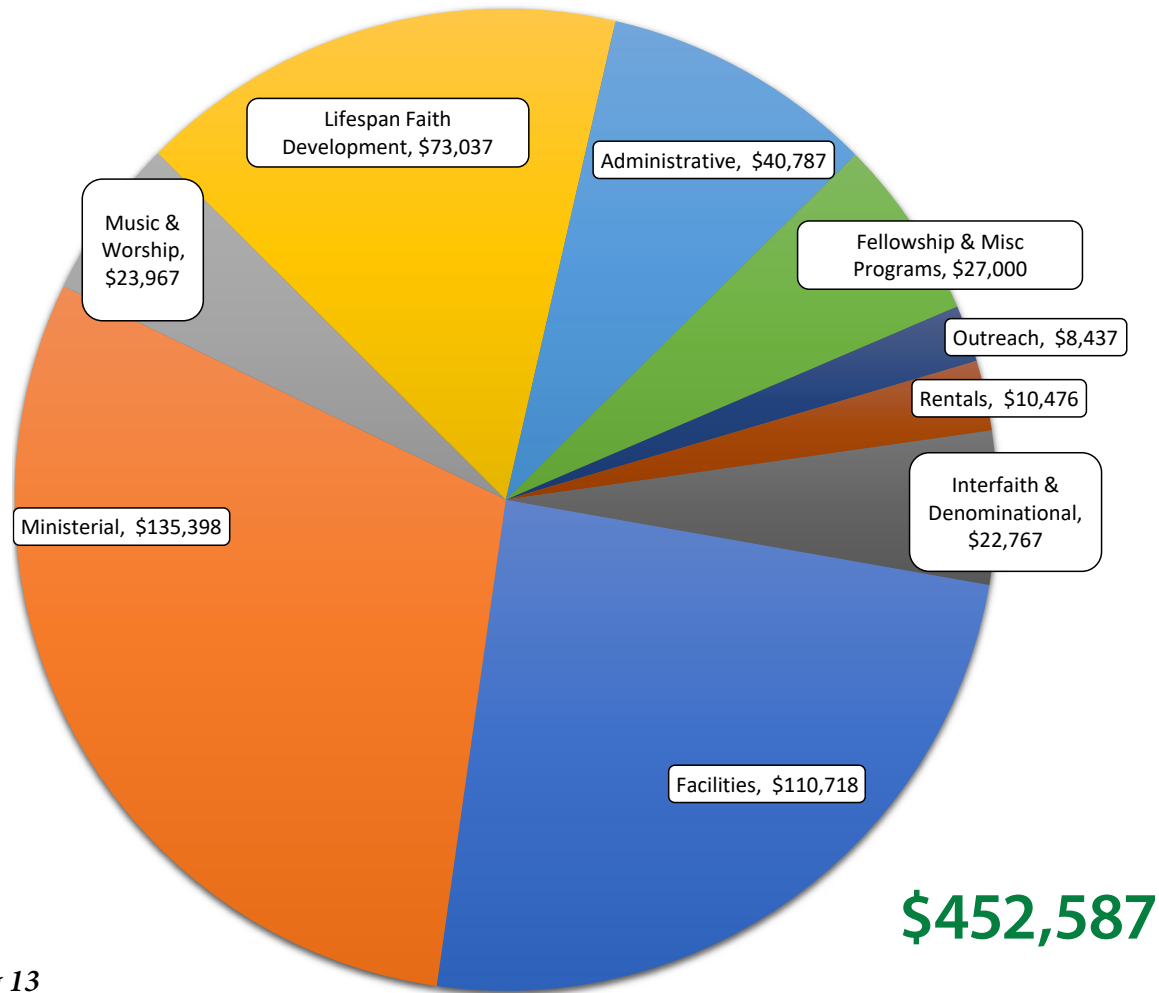
- participated in the Congregant Connections project, which planned for every church member to have the opportunity to talk with a Board member, Pastoral Care Associate, or staff member at some point in the year.
- realigned the Board Covenant of Right Relations
- fine-tuned the board job descriptions and created a Board of Trustees Welcome Packet
- began preparations for the 2020 Ends survey, including how the results should be used in evaluating the Board of Trustees and Minister performance
- approved changes to the Ministerial Agreement

- created a board conversion process as we transition from three to four year terms - special thanks to Ann Hoey and Kelly Mahony who signed on for three years and have volunteered to fulfill a four year term
- organized a special Congregational Meeting in December 2019.

“We spent many months working on our Powerful Question Project, an endeavor that exemplifies all the forward thinking elements of Policy Governance. This project will include congregation-wide conversations inviting all stakeholders to explore what church means to them and ask, ‘What could we build through deep connection: with self, with each other, with our larger communities, and with the earth?’ The answers to this question will be the foundation of our work going forward. And what a powerful question it is!”

—Anne Drewniak, Board Chair

Operating Expenses 2019-20



Continued from pg 13

Building Use | Our Office Administrator, Heidi Page, has primary responsibility to work with members of the church, group leaders in the community, and others in utilizing the building for meetings, gatherings and informational programming to help reach our ends. By providing physical space, resources, and tools for people to come together to meet, plan, enjoy, and learn, we encourage true activism to make a difference in our community. Hosting regional UU workshops we are helping other UUs to gather to become stronger in their communities. We open our doors to groups that support our Ends and become Community Partners with discounted or free rentals so that they can continue to do work in the community. We also offer rentals at reasonable prices for weddings, funerals, and private or public functions.

During most of the summer, the building was empty except for Loren Hill, who checked in and kept working on all the never-ending projects, as well as Lea Smith and Heidi Page, who came in at separate times to do some office work that couldn't be done at home. Rev. Lyn Marshall was in the Sanctuary on Sundays as the Minister of Technology for Summer Sunday Services, so as to provide a live-streaming service that was close up and personal. Many of the planned

rental events for the Spring and Summer were cancelled due to COVID-19, resulting in a loss of revenue. Some of our support groups have been very understanding; even though they are meeting on Zoom, they have sent us checks as donations to let us know they are so thankful for what we have done for them and the community.

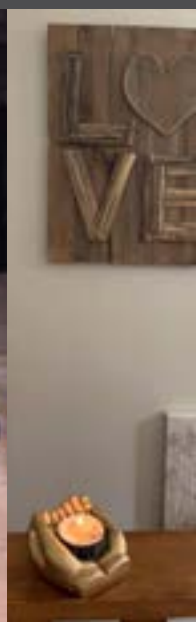
COVID-related building statistics:

- Our rental income was \$24,168, over \$3000 less than the previous year, which was mostly due to COVID
- 2 large events cancelled (one rental & one UUA regional hosting)
- Contemplative Retreat moved to fully online through Zoom
- Restorative Circles training moved to fully online through Zoom
- No rentals or building usage from mid-March through August (and beyond)

We look forward to the time when we can open our doors, let the fresh air in, and all be together again.

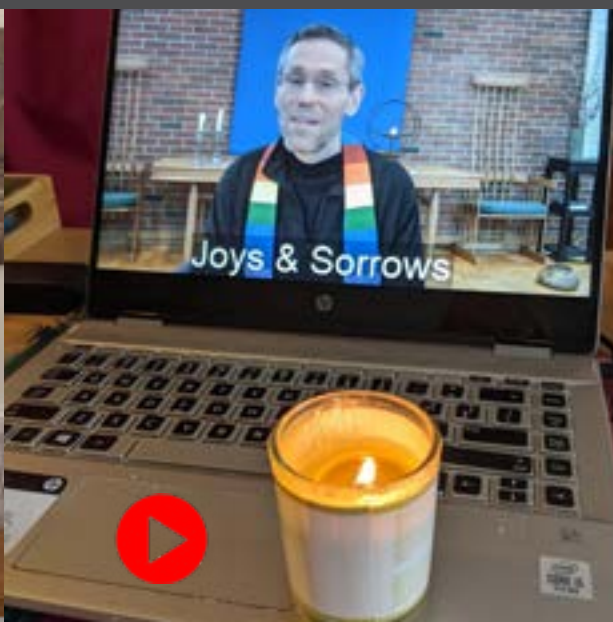


Flower Communion 2020





Holiday Worship Services 2019



Worship

Worship was offered every Sunday at 10:00 am and with a contemplative evening service, Taize, on the 2nd Sundays at 7pm. Dances of Universal Peace, which had happened in our church for many years, moved to instead meet at the Friends Meeting House in Canterbury.

Rev. Michael Leuchtenberger preached most Sundays, occasionally co-leading worship with a lay leader. Rev. Lyn Marshall preached several times as well. Guest worship leaders or co-leaders were Kay Read, Rick Mitchell, Linda Williams, Whitney Howarth, Pedro Sandin, Dan Freye, Rabbi Robin Nafshi, Nick Devlin, Jeanne Ann Whittington, and Margaret Fletcher.

"My heart is full of gratitude for this time 'together'. Sending Love & Peace"

—Bevan Tulk, via our livestream chat, Nov. 2019

"I was so glad to hear you talk about the ideas of a collective consciousness (or universal soul) and the possibility of an afterlife. I've been interested in the research on these for long time. Thanks."

—Dick Burnside, via our livestream chat, Dec. 2019

"It is utterly delightful to have this option on a day when I need to stay home with germs! I really feel like I'm there. Glorious view of bright snow through the sanctuary windows & fascinating exploration of white fragility!"

—Carlotta Hayes, via our livestream chat, Jan. 2020

"Taize: a lovely vesper to end the day..."

—Paula, online comment, Nov. 2019

(See Worship Attendance Graph on pg 16)

Worship Associates

Worship Associates met monthly with Rev. Michael Leuchtenberger and Rev. Lyn Marshall. The Worship Associates brainstorm the themes, possible titles/topics that fit the theme, and the flow of the exploration of the theme. Themes we explored during 2019-20:

September		Home
October		Commitment
November		Humility
December		Impermanence
January		Diversity
February		Taboo
March		Judaism
April		Renewal
May		Time

Due to the corona-virus pandemic, Gov. Chris Sununu issued a Stay-at-Home order effective on March 27, 2020, but our church closed our building before that on March 13. Our first ever exclusively live-streamed service on March 15 was attended by about 200 people. Attendance for live-streamed

services continued to be extraordinarily high during the spring, and Community Plate giving grew as well. Because we started live streaming in 2018-19, we had much of the technology in place to make a smooth shift to on-line worship. While most UU churches moved their services to Zoom, we were uniquely set up to live stream.

Choir

Following the resignation of our beloved Choir Director, Linda Mai, in summer 2019, we hired a new choir director who was only with us for a couple months. Rev. Michael took over directing the choir on what was supposed to be a temporary basis.

But then, our services moved Online due to corona-virus, and finding someone with the unique skill set to conduct a virtual choir seemed daunting. So Michael continued to conduct the choir, with Zoom choir rehearsals and recordings for replay during the worship service. (VIDEOS)



Class of 2020 Commencement Ceremony One Spirit Learning Alliance

Reverend Suzanne Rude was ordained as an interfaith/interspiritual minister in June 2020 from One Spirit Interfaith Seminary in New York City.



You can watch her ceremony [here](#).

Summer Services

Our lay-led summer worship services moved to live stream format as pandemic closures continued. Rev. Lyn Marshall provided technical assistance and served as the live stream host, while guest worship leaders offered a variety of thoughtful, creative, and moving services. Calvin Herst recorded new music for each service.

Rev. Joan Javier-Duval | General Assembly of the UUA

Dan Frye | Of Civics and Civility

Joanna Henderson | Failure is Impossible

Betsy Black | Cultivate a Growth Mindset During a Pandemic

Rev. Suzanne Rude | Do Justly. Love Mercy. Walk Humbly.

Linda Williams | The Women Who Mentored Me

Kay Read & Dr. Whitney Howarth | Facing Others, Facing Ourselves

Chris F & Rich T, Earth Centered Spirituality Group | Welcome to the harvest season!

Rachel Burlock | Everything's Fine

Rev. Denise Tracy | Be The One


The Music Committee is on 'sabbatical' during this COVID time. We're looking forward to resuming our activities of supporting the music staff and new members of the choir, as well as updating the music inventory, when we're able to meet and sing together again!

Our rich and diverse worship and religious life nurtures, challenges and inspires us to daily practice of our values, lifelong learning, and transformation.

Earth Centered Spirituality Group

We provide a place for earth-centered and neo-pagan and polytheist members and non-members to gather to worship, learn and find community. Rich T. and Chris F., Steering Committee.

We facilitated rituals from different traditions that encouraged personal growth, community connection and responsibility. When possible we worked in the Grove, allowing everyone to connect to the natural elements directly. Our ritual leaders were available to answer many questions. We made presentations at community events. Through those we had our first guest officiant in quite a while, allowing us to bring a new tradition to our guests. We provided guidance for newcomers who contacted us online and mentored regular members.

 The closing of the church building in March meant that the Earth Centered Spirituality Group conducted our rituals via Zoom. At first we showed them live, then we switched to filming them in advance and showing them with a group chat and Q&A after. It was a real challenge to revise our scripts for a remote presentation, arrange schedules and locations, and acquire the technology, but we did all the scheduled rituals. A few new people attended, which is always nice to see.


Contemplative Practices Group


The group's mission is to align the peace, love and compassion we aspire to find in the outer world with the peace, love, and compassion within each of us by offering a broad array of contemplative practices to the UU and wider communities. We come together to organize and participate in activities, so specific participants in any particular activity vary. Our activities support participants in tending their own spiritual growth so that they can offer their best in the rest of their lives.



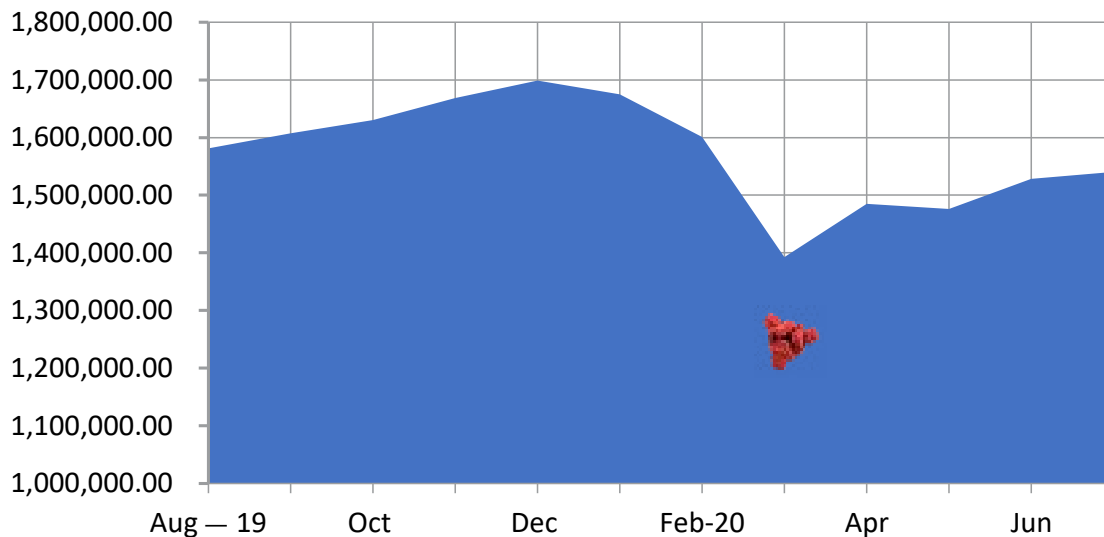
In 2019-20, we offered:

- ✦ Right View: Orienting to Freedom | Insight Meditation Retreat
- ✦ Fierce Compassion: Cultivating an Open, Resilient Heart with Lama Willa Miller
- ✦ Resting in the Heart of Silence | 6th Annual Weekend Mindfulness Meditation Retreat
- ✦ New Years Self-led Meditative Silent Retreat
- ✦ Anapanasati Retreat Insight Meditation
- ✦ New Years Self-led Meditative Silent Retreat
- ✦ Sixth Annual Mindfulness Retreat: Resting in the Heart of Silence GOES ONLINE!
- ✦ Zoom Contemplative Practices 1/2 Day Retreat

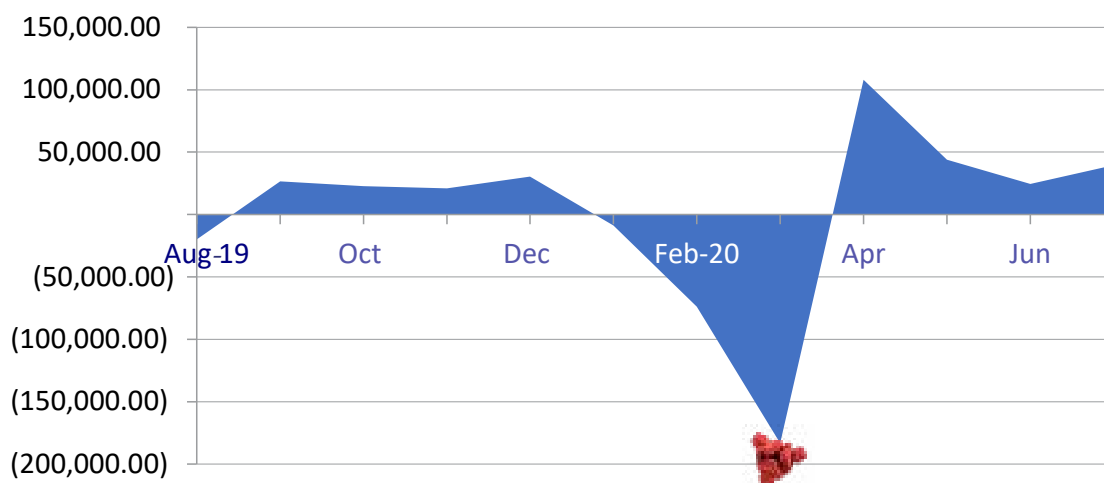
 Our activities changed in 1) going entirely online and 2) adding an ongoing monthly activity (Centering Saturdays) to address an interest in continuity and support for meditation practice in these times.

 COVID-19 hit right when we were having our yearly weekend meditation retreat. We quickly brainstormed how to best approach the shift from practicing together to going online. It ended up being a great success and many felt more connected having the retreat at home through Zoom.

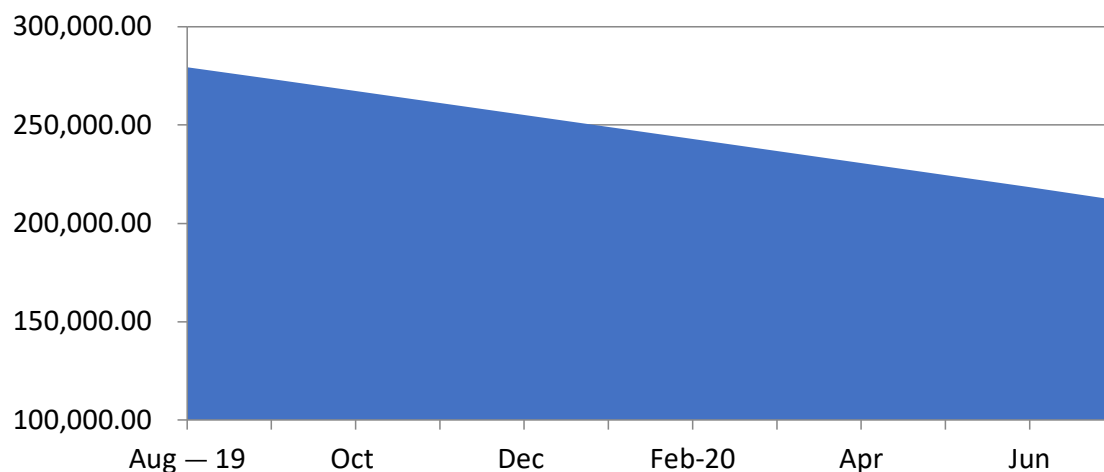
Value of Endowment



Change in Market value of the Endowment



Greener Bldg Loan - Principal balance, ending



We are grounded in our Unitarian Universalist faith tradition and pass those values on to the next generation.



Legacy Committee

The Legacy Committee, co-chaired by David Canfield and Jack Wakelin exists to encourage “legacy giving to endow the Church for future generations” by:

1. publicly acknowledging bequests and other estate donations to the Church as they are received, generally anonymously;
2. honoring those who commit a legacy gift for the Church; and
3. providing guidance on how to make a legacy gift.

This year, Legacy Committee activity was limited to seeing that a comprehensive, up-to-date “*William Walker Society*” brochure about legacy giving to the Church was visibly displayed and available to the congregation.

Trust Funds Committee

The elected Trust Funds Committee (aka Endowment Committee) of Karen Mayo, Chris Soule, Rachel Burlock, and Rob Fleischman (chair) manages the Endowment and other financial instruments on behalf of the Church. By responsible management of the church’s assets, we ensure that future generations can benefit from the experience that we have.

Coming of Age/Growing in UU Leadership

This fall we added a sort of “Coming of Age Part 2” for our youth who had already completed Coming of Age, feeling that they could benefit from working with mentors as they continue to develop their values. Twelve congregants were assigned youth mentees, though we learned that it’s more challenging to get older youth to show up reliably for activities with their mentors. Some relationships were going well before the pandemic cancelled our culminating events, and it was a pleasure to hear conversations between youth and adults who had attended second-hour events or made a community lunch together.



Watch a Time for All Ages Playlist

Children’s Programs

We welcomed back Christina Oliva, our nursery care provider, and added a new paid child care assistant, Aliemma Kanu, to help in the nursery or Children’s Village as most needed, and to provide an extra set of hands during church school. With an eye towards eventually having the whole congregation working with the same monthly themes for worship and faith development, this year we piloted the children’s curriculum unit of Soul Matters, a theme-based program of monthly worship and faith development materials for UU congregations. Anne Meyers, Heather and Geoff Terragni, Karen Cox and Belinda Nerl led two groups, ages 4-6 and 7-12.



When our church school year came to an abrupt end with the pandemic shut-down, we offered Zoom check-ins for kids and a Pandemic Parenting group instead. We found that the Zoom offerings held little appeal for children, but we had better luck reaching some of our parents for an evening check-in.





Protests happened safely



Dinner parties were held outside



Animals visited the Church



Live technical moments



Schools closed early



Materials were in demand because UUs were making masks!





MARCH 13, 2020 SERVICES MOVED TO 100% LIVE STREAMING

OUR WORLD WAS TURNED UPSIDE DOWN

Art was made



Graduation change of plans



Drive by birthday & well wishes happened



Do-It-Yourself haircuts were in



Reimagined services



Our congregation benefits from the exchange of wisdom across diverse life stages & experiences.



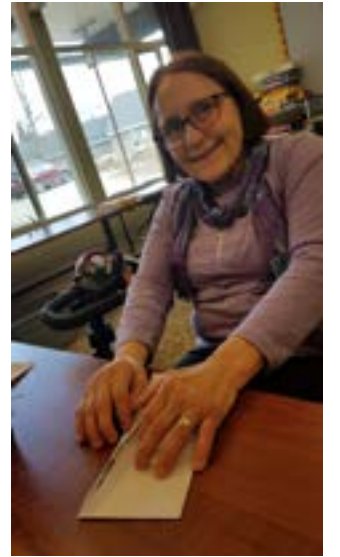
Second Hour | Felting



Youth Group | Pop Culture Seminar



Volunteer Loren Hill



Volunteer Deb Bruss



Pandemic Parenting Group

Our congregation benefits from the exchange of wisdom across diverse life stages & experiences.

Youth Group | It was another strong year for our Youth Group. Many of our activities had an environmental focus as a result of their interest in environmental issues the previous year. They raised funds to support a learning immersion trip to the US/Mexican border in February by selling fair trade coffee, tea, and alternatives to single use plastic in their Eco-Store, and were instrumental in organizing Youth Climate March activities at Bow High School and downtown Concord.

They also held a delightful **Pop Culture seminar fundraiser**, giving an enthusiastic crowd a taste of some of the trending apps, memes, and fashions that are part of their daily lives.

We were fortunate that our trip, organized by the UU College of Social Justice with their Arizona partner Borderlinks, happened at the end of February so that seven youth were able to spend an amazing week learning about migration along our southern border, returning to NH just two weeks before the pandemic ground all non-essential travel to a halt.

allowing us to learn from and care for each other. Whether by announcing a Second Hour event, an environmental workshop, or social gathering, we are finding common interests to learn from one another and grow. These communications open possibilities to exchange wisdom across diverse life stages and experiences.

Volunteer and staff leaders helping with our publications include:

- Lorraine Ellis and Heidi Page, biweekly eBulletin assembly
- Lorraine Ellis, webmaster for many updates and technical issues
- Fran Philippe, Darlene Olivo, Renee West, and Lea Smith, copy editors
- Yearbook Committee (for the 2018-19 yearbook that was published in winter 2020): Suzanne Rude, Jack Wakelin, Rev. Lyn Marshall, Lea Smith, Heidi Page
- All our team and project leaders contributing to all the above

“Everyone is really welcome here. Dialogue instead of dogma. Singing with this choir is over the top ecstatic and I love all the after-church programs.”

—Carlotta Hayes, recommendation on Facebook, March 2020

Second Hour Adult Learning, Service, & Practice | Interest and participation in Second Hour activities for adults remained strong. Every second and third Sunday from 11:30-12:30 between September and May, teens and adults had four options for classes, discussions, service projects, and practices to explore the monthly worship themes.

We quickly adapted to the sudden move to all-online worship by reducing the number of offerings to three, but to ensure people would have a chance to connect safely we added one or two Second Hour options on the “off” Sundays. We continued to offer a single Second Hour Zoom room throughout the summer, with an opportunity to connect with the worship leader for that Sunday to explore the topic in a facilitated conversation.

Communications | We aim to enhance congregational communication through digital publications such as the church’s Yearbook, monthly Parish Notes, weekly eBulletins, website, Facebook, and via events on our web calendar. Further, we engaged in communication via hardcopy through fliers, posters, and print versions of our publications. We have kept connected through the sharing of images, events, joys, laughter, and tears,

Publications stats:

- 85% of our members are highly engaged and open our emails
 - Posted just shy of 100 events during the year on Facebook
 - Increased our Followers on Facebook by 186
- (see chart on page 7)

There was a lull in activities to publicize initially when COVID-19 hit as we needed time to transition to all-virtual services and events such as setting up the Sanctuary for livestreaming and learning how to organize Zoom rooms for our members’ groups. After that initial phase we have had more happening on Zoom to communicate. We enhanced our communications and publications in the era of COVID with the following:

- NEW! video poetry to **Parish Notes** & videos to the **Yearbook**;
- More **YouTube** archives of the wonderful services we’ve had; and
- **News posts** on our website to help tell our story more fully from the community action and work that we do.

Friendly Kitchen Cooks

Now in our 38th year, our church's cooks provide one dinner a month for the guests at the Friendly Kitchen, on the first Wednesday, coordinated by Fran Philippe. 2019-20 volunteers include:

Beth Corcoran, Anna Dunkelman, Kathleen Everest, Beth Gabrielli, Pat Hoertdoerfer, Virginia Joslyn, Janet Kelley-Vail, Nancy Normand, Brackett and Connie Scheffy, Cathy Sturtevant, Kits Tunney, and Franz Vail



Unfortunately, due to COVID, our Friendly Kitchen cooks have chosen not to be in the close environment of the kitchen. For several months, we supported the small businesses of two church members by purchasing meals from them. One month, the meal was provided by the Community Plate. Discussions are continuing about our future at the Kitchen.

Family Promise of Greater Concord

The mission of Family Promise is to help homeless and low-income families achieve sustainable independence through a community-based response. Our church supports local families experiencing homelessness by providing meals, shelter, and companionship during host weeks. Our church hosts two to three families, for one week at a time, on three or four occasions throughout the year.

Immigrant Support

The church supported the NH Immigrant Support Network during the quarantine housing of a young Guatemalan man, Andres, while he was between jail and a host home in Maine. Andres, the young man whose quarantine at Best Western our Church funded and supported with volunteer activity, completed his quarantine without symptoms of COVID-19. While in quarantine Andres communicated with his mother in Guatemala using Facebook. He will stay in a home in Maine to wait 3-5 months for his immigration trial. On the drive to Maine he saw Never Again Action NH putting up the "Don't Turn Away" display at the State House and appreciated that these are the people organizing the car rallies he saw through the jail window while still detained by ICE. He also had his first look at the ocean when he took a beach walk in Ogunquit. Andres expressed his gratitude for all his NH helpers.

Bow High Walkout for Climate Change



Black Lives Matter

The world was horrified to witness, via a video taken by a bystander, the May 25, 2020 killing of George Floyd by the Minneapolis police. Our nation erupted in protest at the taking of yet another black life and demanded that the officers involved be held accountable.

One of the ways our church showed our commitment to black lives was by posting "Black Lives Matter" on our wayside pulpit in early June. While it was a staff decision to post the message (and to put a "We Love Our Neighbors" sign on the opposite side of the wayside pulpit, with its messages of inclusion for all marginalized communities), the congregation had considered the need to dismantle the culture of white supremacy and to support the Black Lives Matter (BLM) movement in worship services and Second Hour offerings. The Unitarian Universalist Association has been a vocal and visible ally with BLM.

Our Youth Group responded by organizing a fundraising walk to support BLM on Juneteenth (June 19th) a date celebrated by African Americans as the date slaves in Texas learned of their emancipation. On June 21st, Lyn arrived at church to run her first livestream service and noticed that the wayside pulpit message "Black Lives Matter" was now covered by blue paint spelling "BLUE." The community as well as the congregation responded with concern, and two Good Samaritans from the community cleaned the paint off while we were still researching how to do it without damaging the plexiglass cover. Police contacted Michael within hours of the damage being noticed; someone from the community had reported it before we did.

Two weeks later, the word "All" was scrawled over "Black Lives Matter," this time in grey paint. Police came again, as did the media. Lyn, Christina Oliva, and Kelly Mahony all spoke to a reporter from a Boston NBC news team. Lyn organized a congregational conversation for people to express their feelings about the vandalism and consider broader responses to the problem of racism in our community. Lea Smith worked with our Good Samaritans on replacing the plexiglass cover after attempts to remove the paint failed to clean it completely. These incidents made it clear that racial justice needs to be considered more deeply in all we do as a congregation if we are to honor our mission to connect in love and service, grow spiritually, and transform ourselves and the world.

Bow Power Plant Climate Strike



We are visible leaders in the greater Concord area as we live our Unitarian Universalist values.



Strike for Climate Rally



Strike for Climate



Friendly Kitchen | Fran Philippe, Beth Gabrielli, Cathy Sturtevant, Cathy Menard



Wayside Sign Damaged | Good Samaritan Cleaning Sign



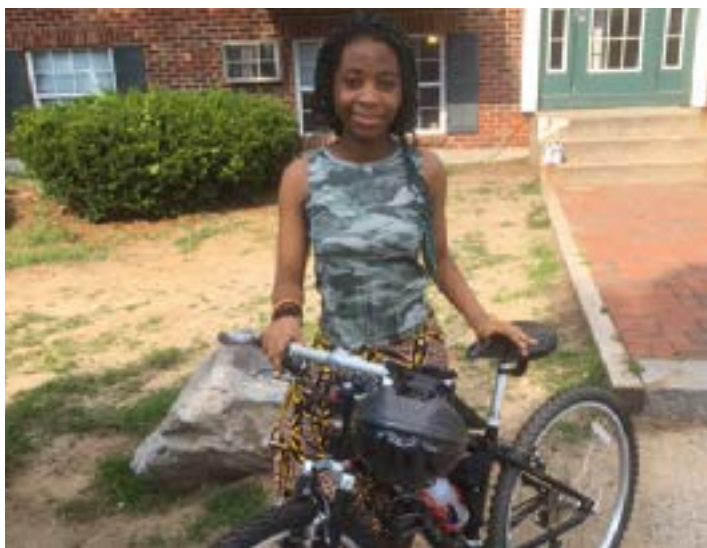
Black Lives Matter Rallies



Black Lives Matter Rallies



UU Friends of Refugees | Moving Day



UU Friends of Refugees | New Transportation



UU Friends of Refugees | Santa Loren Hill


UU Action NH

As a member congregation of our Unitarian Universalist State Advocacy Network, we supported their mission to amplify the voices of NH UUs in the public square. Rev. Lyn Marshall serves as the secretary of the UU Action NH leadership team. Their work this year included immigrant justice vigils, climate action (including a meeting with climate action partners hosted at our church), legislative advocacy on various bills including raising the minimum wage, and the NH Bail and Bond Fund project which helps low income people with nonviolent offenses post bail (less necessary with the passage of a new law prohibiting lengthy incarceration for inability to pay low bail) and paying bonds for immigrants so they can be released from detention centers while awaiting their immigration status hearings.

UU Friends of Refugees

UUFOR, founded in 2007-08, is an ongoing mission of our church that engages church members with Concord's refugee community. In 2019-20, despite being slowed down by COVID-19, Concord UUs never stopped offering friendly helping hands to refugee neighbors struggling to resettle in an unfamiliar new land. Co-chairs for 2019-20 Christina Oliva and David Canfield, along with more than 60 other church members, participated in various projects serving Concord's refugee community, among them:

- Ten of us provided ongoing transportation and other logistical support for, and built friendships with, five refugee families;
- About a dozen UUs packed and delivered Thanksgiving baskets for 30 families;
- Nearly 50 church members gave holiday "Giving Tree" gifts to 50 refugee children;
- Many, many UUs produced a continuing outpouring of clothing and household donations;
- One of our members led a class to prepare refugees for their citizenship exam;
- Two kids Holiday Parties which had 30 kids and 16 volunteers involved; and
- Spring soccer and summer camp sign ups, scholarships and equipment donations.

 COVID-19 reduced our Friends of Refugees driving team for school children from five members to one; however, there was little impact due to school closures. Most other logistical-support activities for refugee families continued, albeit with precautions such as wearing masks, staying socially distanced, and avoiding indoor contacts with families.

Our outreach ministries have a noticeable impact in the larger community.

Community Plate Committee

The Community Plate Committee chooses the organizations and projects that receive Sundays' offerings. We support causes that align with our church's mission, that can transform injustices both in our community and in the world, are important to our congregation, and are anchored in UU Principles. We operate in a transparent manner, inviting congregants and the staff to participate, and further, we are committed to raising funds to pay for church's outreach projects, including UU Friends of Refugees, Family Promise, and the Concord Coalition to End Homelessness. During the year, we:

- contributed to nearly 40 organizations, mostly non-profits, that aren't directly connected to our church;
- took collections for the Pastoral Support Fund; and
- designated a once-yearly plate to support the church's General Fund.



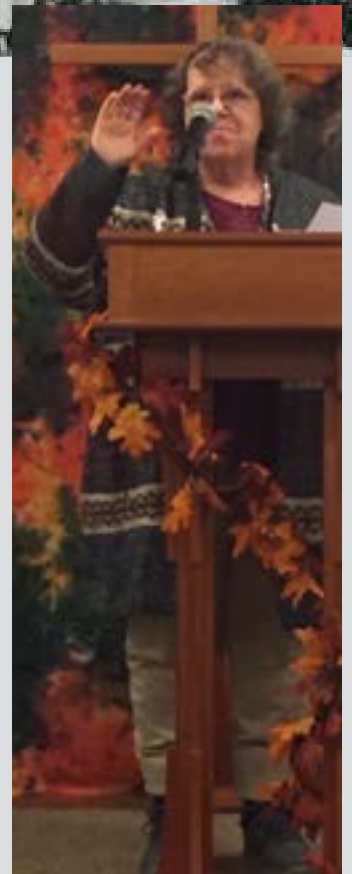
When COVID invaded NH, our church took several collections to directly address the situation close to home. Congregants were especially generous during these times.

Unitarian Benevolent Association

The Unitarian Benevolent Association (UBA) was organized in the 1830s as a local charitable organization to help women and children in need. As our organization has evolved over the years, we now donate to local social service agencies who have these goals, rather than to individuals. At our annual spring meeting, we distributed \$5600.00 to 11 local agencies. Due to COVID-19, we had to meet via Zoom call and forgo our delicious luncheon!

"The Unitarian Benevolent Association welcomes new members! The commitment is to attend our annual meeting in the spring, enjoy a luncheon and vote on where our money will be distributed. Please feel free to contact me with questions or ideas about other local agencies that we could donate money to." —Beth Corcoran, UBA President





We are full and active participants in the work of both the Greater Concord Faith Community and the larger Unitarian Universalist community.

Downing Trust


The Lewis Downing Trust, established by Lewis Downing to provide financial resources to NH congregations, is autonomous from our church, but our church is responsible for appointing its Trustees and for disbursing grants from the Trust.

The **Trustees** are Karen Mayo, Linda Ashford, and Rob Fleishman. They worked to streamline Linda's required reporting to the courts by getting all of the assets under the management of just one custodian. For the last number of years, Linda has had a horrible time with the reporting, and through hers and Rob's work in the last year, the assets are now under one custodian, and Linda's job will be exponentially easier. Thank you, Linda, for sticking with this job for so many years until this happened!

"Thank you for the generous gift of \$600 to help us remotely support our congregants in this challenging time. We will put it to good use!"

—Rev Dianna McLean,
Minister of Peterborough UU church

The **Lewis Downing Trust Grant Committee** is the Treasurer, chair of the Board of Trustees, past-chair of the Board, and an ad-hoc member. The committee is tasked with distributing monies from the Lewis Downing Trust to worthy individuals and churches spreading the UU message in NH. The Grant committee usually distributes funds in late winter/early spring.

 With the onset of COVID-19, our committee radically changed the method of distribution and the recipients. We had been grant-based, requiring proposals from UU churches in NH and individual UU ministers wanting to preach/teach in NH. This year, we sent \$600 checks to every active UU church in NH, asking them to either use the money to be able to better reach out digitally once all churches closed their physical doors, or, if they were already fully able to go virtual, to send us the money back. We also sent a large donation to UU Action NH, a non-profit dedicated to bringing UUs together in NH to work on social justice.

UUA and the New England Region & Northern New England District of the UUA

Our church participates in national and regional gatherings of UUs, and in professional UU associations, believing that we are stronger together.



Due to COVID, the UUA's annual General Assembly was exclusively online. Concord UUs who participated included Craig Whitson, Joanna Henderson, Zoe Picard, Whitney Howarth, Heidi Page, David and Jane Brown, Lyn Marshall, Michael Leuchtenberger, Daniel Frye, Ann Hoey, Lea Smith, and Sarah Elizabeth Anderson. Sarah Elizabeth and Whitney were General Assembly presenters on the topic of Restorative Circles.

We continue to move closer towards paying our full Fair Share to the UUA Annual Program Fund. For 2019-20, we paid \$22,000 towards the UUA request of \$26,096.

Greater Concord Interfaith Council

The Greater Concord Interfaith Council (GCIC) includes over 20 faith communities and nonprofits who work together for mutual education, common worship and events, and community outreach. Rev. Suzanne Rude, Linda Williams, and Rev. Michael Leuchtenberger represent us at GCIC.

In 2019, UU representative Rev. Suzanne Rude chaired the Council's Thanksgiving interfaith program "Giving Thanks for the World We Share," held at the Bow Mills United Methodist Church. UU Representative Linda Williams read a prayer for the Earth in this program that included members of the Christian, Buddhist, Jewish, and Bahá'í communities, and which benefited the faith-based climate change organization, Interfaith Power and Light. Our church continued to support the annual CROP Walk for Hunger through generous community plate donations.



"Although the Greater Concord Interfaith Council cancelled several planned spring events, in our virtual Council meetings, we were able to share with each other the ways in which our congregations were undertaking virtual worship and how we were offering spiritual support in the pandemic to our congregants."

—Reverend Suzanne Rude, Concord UU representative to the GCIC

Connecting in Love & Service

Growing Spiritually

Transforming Ourselves & the World

Thank you to these contributors to our 2019-20 Yearbook

Black Lives Matter | Rev. Lyn Marshall
Board of Trustees | Anne Drewniak, Chair
Building Use | Heidi Page, Office Administrator
Caring Circles | Lea Smith, Director of Membership and Administration
Caring for Aging Loved Ones Support Group | Susi Nord, Attendee
Church Staff | Lea Smith, Director of Membership and Administration
Communications | Heidi Page, Office Administrator
Community Plate Committee | Deborah Bruss, Chair
Contemplative Practices Group | Jeanne Ann Whittington
Denominational Affairs - UUA, Region, District | Lea Smith, Director of Membership and Administration
Downing Trust Grant Committee | Karen Mayo, Treasurer/Trustee
Earth-Centered Spirituality Group | Chris Faella & Rich Tomasso, Steering Committee Members
Engagement Associates | Lea Smith, Director of Membership and Administration
Exploring Membership Groups | Lorraine Ellis, Coordinator
Family Promise | Heather Terragni, Coordinator
Finance Committee | Karen Mayo, Treasurer
Friendly Kitchen Cooks | Fran Philippe, Coordinator
Greater Concord Interfaith Council | Suzanne Rude, Representative
Green Team | Tom O'Brien, Coordinator
Grounds Committee | Fran Philippe, Chair
Hospitality Team | David Canfield, Team Leader
Immigrant Support | Trudy Mott-Smith
Legacy Committee | David Canfield and Jack Wakelin, Co-chairs
Lifespan Faith Development & Children's Programs | Rev. Lyn Marshall
Membership Development (statistics) | Lea Smith, Director of Membership and Administration
Operations Leadership Team | Lea Smith, Director of Membership and Administration
Report on Operating Budget | Lea Smith, Director of Membership and Administration
The Ageing Journey | Linda Williams and Pat Hoertdoerfer, Co-Leaders
Trust Fund Committee | Robert Fleischman, Chair
Trust Funds Graphs | Karen Mayo, Treasurer
Unitarian Benevolent Association | Beth Corcoran, UBA President
UU Action NH | Rev. Lyn Marshall, UUANH Secretary
UU Friends of Refugees | David Canfield, Co-chair

Special Thanks to the Yearbook Committee:

Heidi Page | Editor & Graphic Designer

Suzanne Rude, Lea Smith, and Renee West

Renee West, Lea Smith, and Fran Philippe as our Copy Editors



Proud of Our Youth Group



