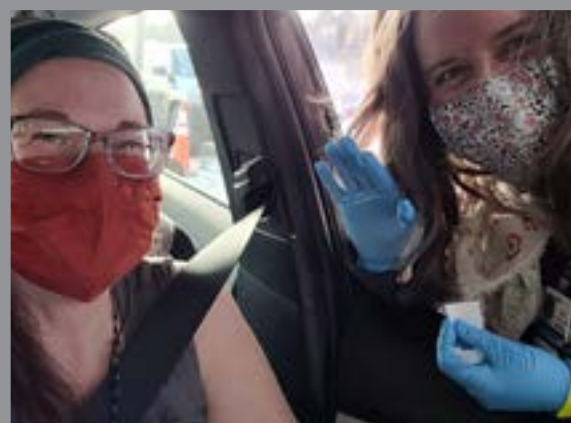


2020-2021 *Resilience Together!*



UU CHURCH
of CONCORD

Dedication



**This Yearbook is dedicated to these
special volunteers honored in June 2021:**

Belinda Nerl | **Volunteer of the Year**

Paul Belyea | **Unsung Hero**

Patty Bass | **Lifetime Volunteer**

Welcome to Our Yearbook Volume IV | 2020-21

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.



#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.

2020-21

BOARD OF TRUSTEES & MINISTERS



Row 1: Tom O'Brien, Rev. Michael Leuchtenberger, Ann Hoey

Row 2: Karen Mayo, Anne Drewniak, Rev. Lyn Marshall

Row 3: Jim Schlosser, 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.



Resilience Together!

Our Yearbook features the highlights of 2020-21, for both the enjoyment of our current members and newcomers, and for posterity.

We truly have shown resilience during these unpredictable times, enduring year two of the global COVID-19 pandemic. Thanks to the technical expertise of Rev. Michael Leuchtenberger, our lives-tream worship services were attended by dozens of people every week all year, and were a model for other congregations. Excitedly, in spring 2021 we were encouraged by the availability of vaccinations and started opening our building for worship with limited attendance in the late spring and through the summer. With guidance from our Pandemic Policy Team, we asked people to sign in for contact tracing, offered disposable surgical masks, and encouraged vaccinations. Multi-platform worship (in-person and online) has become the norm, knowing that some were not able to join us in person by choice or safety reasons.

We put together the Building Reboot Committee to spruce up the building in preparation for the time it could be re-opened for wider use: new carpeting in the Sanctuary, new names and signs for the hallway, new paint job and a carpet for the east entrance, new exterior entrance signs, and a new gathering space in Fellowship Hall to meet safely and participate in Zoom with those from home and those gathering at the church.

Our choir sang together on Zoom but were able to have an in-person gathering outside to say goodbye to our Choir Director, Kate Huizinga. Congregants were able to start meeting outside and have time after services to mingle and get refreshments while keeping safe distances. Our Covenant Groups and other small groups continued to meet virtually and outside.

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 special icon to call attention to ways we continue to adapt to the pandemic.

We are still managing the challenges that COVID-19 brings as we assemble this Yearbook throughout the fall and winter of 2021. While many of us continue to struggle with feelings of isolation, our congregation has sustained and nourished our connection to each other through this difficult time, and has held each other through our hardships and losses. Our Covenant, which we repeat every Sunday, supports us as we continue to be resilient together throughout the pandemic.

WHEN YOU SEE:



This lotus icon indicates resilience during COVID.



This play icon is a video clip or link to our archives. Click to watch.



Membership Programs

Membership Programs welcome newcomers and help them form meaningful connections with our congregation.

We offered two Exploring Membership groups via Zoom to help newcomers (and a few long time Friends) learn about the congregation and develop connections among one another. Eighteen members joined the church this year:

Camille Mellin
Lorna Tobin
Sue Posluszny
Nicole Herbst
Fran Hopper
Anna Gallagher
Helga Barnard
Melina Caron
Lori Amico
Debbie Farr
Rick Farr
Susan McTague
Skylar Star
Christina Oliva
Ashleigh Barker
Ann West
Roger Ballou
Daniel Leuchtenberger



COVID-19 Changes | Some of our new members first connected with us via live-stream during the pandemic and had never attended in person! Our opportunities to connect our new members with service opportunities were some-

what limited by the inability to be together. Going forward, we are focused on integrating members who participate online with those who participate in person.



Covenant Groups | Covenant Groups provided many of our members with a place of familiar connection as the pandemic wore on. In January we added a pilot Soul Matters Sharing Circle; a group similar to Covenant Groups but with the addition of spiritual exercises and questions for participants to engage with prior to the monthly meeting. Our congregation uses the Soul Matters worship themes, subscribing to worship, religious education, and small group resources, so this was a natural fit. Rev. Lyn Marshall facilitated the group, and the seven participants found it to be a very rewarding experience. We will continue to offer a Soul Matters circle next year, with a group member taking over the facilitator role so that Lyn can start a second circle once there are enough participants signed up.



"At the end of their lives, many people in certain parts of the Western World where identity is built on 'rugged individualism,' like America, say they wished they'd spent more time serving others, particularly family, friends, neighbors, etc. In other words, they regret not devoting more of their time to community. We find that Concord UU really punches a hole in this problem. It is a welcoming, vibrant, and service-oriented group--a collection of people from all walks of life who really value being there for one another. It can't get much better than that."

-Ann West and Roger Ballou, members who joined this year



Our congregants create and experience authentic connection.

Games and Chocolate | We gather the first Friday of the month year round with friends and families to enjoy playing games and eating lots of chocolates.



Box.TV, Boggle, and even tried Watch Ya' Mouth (where we had a couple new people join us but we missed being all together in

Operations Leadership Team (OLT)

The Operations Leadership Team supports the Senior Minister in interpreting the church's ends (goals), allocating resources and developing procedures to fulfill those ends, and modeling a culture of gratitude.

MEMBERS | The OLT includes 8 church members who serve 4 years, appointed by the Senior Minister, plus the Senior Minister, Minister of Lifespan Development, and Director of Membership & Administration.

Appointed members were:

Terms end 2021

Franz Vail (reappointed to another term as he had only served one year to fill a mid-term vacancy)

Jack Wakelin

Rik Yeames

1 vacancy

Terms end 2023

Cathy Menard

Belinda Nerl

Betsy Black

Jeff Corcoran

ACHIEVEMENTS 2020-21 | The Operations Leadership Team:

- approved operational policies and procedures to allocate and protect resources such as Purchasing & Expenditure Policy, Building Access Policy, and Internal Controls for Trust Funds;
- approved operational policies and procedures to promote connections between congregants such as Long Term Member Celebration Procedures and Publications & Media Policy;
- provided guidance on sanctuary improvements to create a beautiful, sacred space that meets our needs in the 21st century and is accessible to all;
- provided guidance and technical support on major building issues such as chimney repair, and COVID-19-related ventilation improvements;
- provided guidance on Emerson School's use of the wooded area behind the church, and related signage;
- acted as a sounding board to Michael in budget development, especially as it related to staff structure and compensation; and
- is actively working on development of a procedure for including sex offenders in church activities in a way that affirms their inherent worth and dignity while promoting the physical and emotional safety of our congregants.



COVID-19 CHANGES | We brainstormed ways to maintain congregational connection during COVID, re-imagined church activities during the building closure, and participated in a holiday phone outreach to members and friends.



Grounds & Green Team

Grounds volunteers ensure that the church grounds are cared for and kept tidy; all planted shrub beds are maintained and fed; problems such as dead trees and drainage issues are solved.

MEMBERS | Regular volunteers have been LeRoy Anderson, Bill Faulkner, Bob Lyon, Fran Philippe, and Tom O'Brien (until he moved west) with the help of others.

ACHIEVEMENTS | While working together we are able to serve the church while connecting with each other.



COVID-19 Changes | Because we work outside, COVID-19 didn't affect our service, other than masking while in close proximity.



Reboot Committee

Our purpose was to identify areas in the church that needed cleaning up, improving or enhancing to have a "new" look for re-opening in September.

MEMBERS | Loren Hill, Ann Kontak, Michael Leuchtenberger, Bob Lyon, Lyn Marshall, Mandy Nason, Wendy Olson, Heidi Page, Fran Philippe, and Lea Smith

ACHIEVEMENTS 2020-21 | With Michael, the group assessed every nook and cranny of the church and identified those areas that, if changed, would make entering and being in the church a more positive experience. It was a kind of gift to members centered around our isolation because of COVID-19. Needs were prioritized into three categories, with category one scheduled to be done before September 12th, our re-opening Sunday. As it turned out, we were not able to have a grand reopening because of the pandemic. Projects accomplished were:

- EAST ENTRANCE - painting the white outdoor trim, power washing the concrete, installation of a new display case, new outdoor rugs and clean-up of unnecessary objects on the porch.
- EAST HALLWAY - removal of the bulletin boards, cleaning and painting the paneling and trim, finding a new home for the "stuff" from under the coat rack and a new rug.
- CLASSROOM HALLWAY - removal of most of the bulletin boards





- SANCTUARY HALLWAY - cleaning and painting of the walls
- SANCTUARY - removal of the old carpet and installation of a new one, cleaning of the paint on all of the pews.
- FRONT PATIO - gardens and concrete weeded, concrete treated with vinegar and water to control weeds, painting of some trim and the yellow striping

New outdoor signage was begun, but was not able to be completed this year. (See images on page 9, 17, and 22)

Church Picnic | Silent Auction | Live Auction

The Hats & Tales Auction had performances by the Wholly Rollers during the live auction, with Rev. Michael as auctioneer.



New this year was an app for the on-line version of the silent auction, on which members could bid. Lorraine Ellis was a major player in making this new program work smoothly as it did. We are hoping that it will bring more bids in the future. We had 118 items donated and raised a net of \$6,573!



COVID-19 Changes | After being cooped up all winter, things were starting to open up to outdoor opportunities. The traditional Church Picnic was not able to happen. The auction wasn't as well attended as it had been in the past. It had competition with beautiful weather, many long awaited graduations, and vacations. We are longing for the time when we can all gather for food, games, music, and laughs once again as a community.



Upon entering and seeing us painting the paneling, **"Oh good! I've been wanting to do that for 20 years!"**

—Lorraine Ellis, Assistant Treasurer, volunteer & member since 1997





The church provided a Zoom call for members experiencing anxiety during the pandemic to support each other with ideas to control the stress we were feeling.

Contemplative Practice | Insight Meditation

Concord Insight Meditation Sangha continued virtually to sit and meditate together and engage in the dharma teachings with Insight Meditation teacher, Rae Houseman. While our group has grown smaller during the time of COVID and virtual sangha, there is a steady group who appreciate being part of a meditation community and there are a few people from far away who have joined us occasionally. That is one of the benefits of the virtual world. People in the wider Buddhist community have attended retreats with Rae and have appreciated the opportunity to continue to sit with her and our sangha.

We sponsored a weekend retreat led by Rae from Friday evening through Saturday on February 26-27, 2021. There were 29 “yogis” in attendance, some from our small sangha and some from the wider UU and Buddhist communities. The title for the retreat was so perfect for the times of living through almost a year of the COVID pandemic, *Self-Compassion: A Time for Mindful Self-Care*.



COVID-19 Changes | The Concord UU has provided the technology for us to continue meeting as a sangha online. And Heidi, the Office Administrator, has been very generous in supporting our efforts to offer the retreat and to grow our sangha. For both, we are immensely grateful.



Contemplative Practices Group meeting to plan the FY 2021-22 offerings.

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

Our team of **Pastoral Care Associates** are selected and trained by our ministers. They are commissioned by the congregation for a period of three years and meet monthly with the ministers for mutual support, ongoing training, and to review pastoral needs. To connect with a Pastoral Care Associate, please contact Rev. Michael Leuchtenberger or approach them directly. You'll recognize them by their green ribbon on Sundays. During the pandemic they have been calling members and checking in with them.

Covenant groups are another big part of how we care for one another in times of joy, sorrow, and transition - the groups of 10-12 meet monthly and allow members to develop trust, mutual respect, and deep connection. Our members found that meeting by Zoom, in the church's front courtyard, back patio, and at other's homes was vital during these times when we were kept from so many of our church activities.

The Caring Network's vision is to weave the web of community by allowing congregants to give and receive care and support in times of joy, sorrow, and transition. They provide meals, rides, host Memorial Services, and help with other special requests. For most of the year they were on hiatus due to COVID, but they started offering meals and rides in the spring and summer.

All of these ministries rely greatly on ALL congregants. It depends on all to notice and listen, to let their hearts open, to practice kindness in spirit and body, and to take seriously the promise we repeat each Sunday "...to help one another." Our goal is to be there for everyone courageous enough to seek love, healing, and support.

**We remember these beloved
members who died in 2020-21:**

Light Still Shining

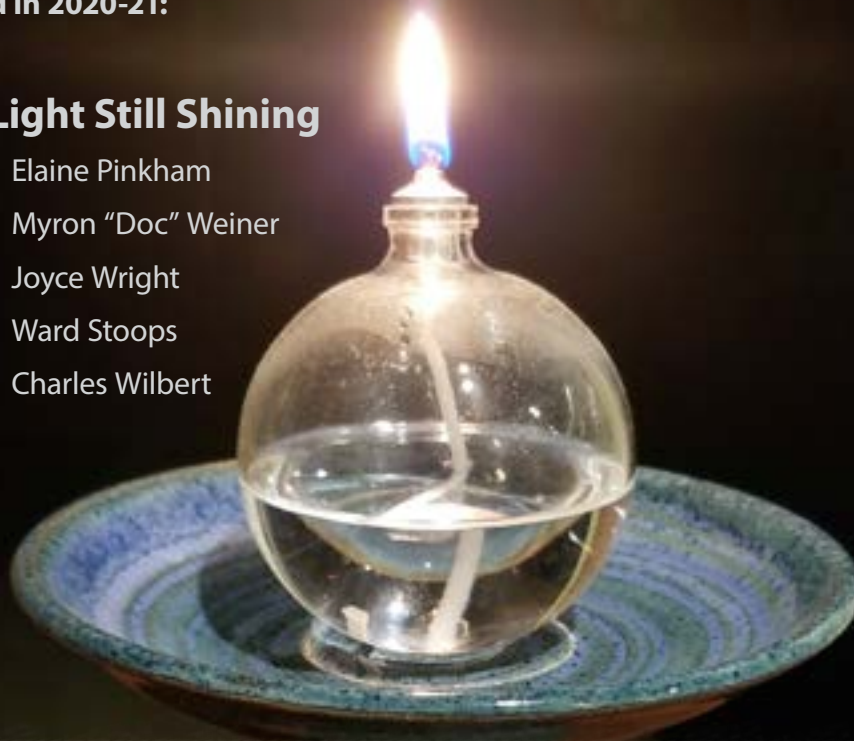
Elaine Pinkham

Myron "Doc" Weiner

Joyce Wright

Ward Stoops

Charles Wilbert





Church Staff

The church staff help create vibrant worship, support connections in the congregation, and develop ministries to help all ages learn and grow as Unitarian Universalists.

Rev. Michael Leuchtenberger, Senior Minister

Rev. Lyn Marshall, Minister of Lifespan Faith Development

Lea Smith, Director of Membership & Administration

Heidi Page, Office Administrator

Calvin Herst, Accompanist

Kate Huizinga, Choir Director

Christina Oliva, Finance Assistant

Agnes Sesay, Custodian

Noah Leuchtenberger, A/V Technician

Alex Woody, A/V Production Assistant

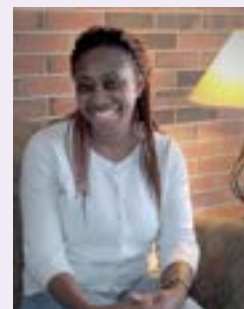
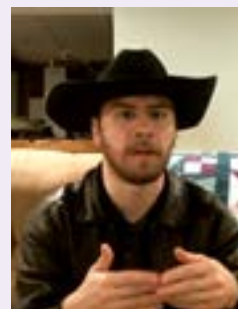
ACHIEVEMENTS 2020-21 | Our staff created vibrant live-stream worship and engaging Zoom programming, supported Covenant Groups, Contemplative Practice groups, and other church groups in meeting virtually, and created opportunities for safer in-person fellowship such as a New Year's bonfire, several hikes, and a Holiday Wreaths and Soups Cheer-raiser.



COVID-19 Changes | Our staff structure adapted to COVID in these ways:

- Our Choir Director, Kate Huizinga, led Zoom choir rehearsals entirely remotely from her home in Michigan. We made recordings for the worship service and for inclusion on our YouTube channel.
- We added Noah Leuchtenberger as an A/V Technician to support Michael in the sanctuary with the live-stream.
- We added Alex Woody to help with editing choir videos and other recorded elements of the worship service.
- We hired Agnes Sesay as a temporary Custodian working 6 hours per week to take care of essential cleaning tasks during the building closure.

- The rest of our staff (Michael, Lyn, Calvin, Heidi, and Lea) adapted their jobs to support live stream worship, Zoom programming, remote bookkeeping and administration, and more; most of our staff worked remotely most of the year.
- In May, staff pivoted again to re-open for small in-person worship, while still offering our live stream. Guided by the Pandemic Policy Team, staff worked through endless details to ramp up from 15 households in May, to 50 people over the summer.



Finance Team

To provide full transparency to the congregation about our financial picture.

MEMBERS | Cathy Menard, Jack Wakelin (Custodian of Trust Funds), Karen Mayo (Treasurer), and Lea Smith (Director of Membership & Administration)

ACHIEVEMENTS | Our congregants were especially generous during COVID. This helped sustain our operations, and more importantly helped us preserve and expand our care for each other and the wider community during this difficult time. We ended the year with an operating surplus of \$40,545. Cash flow remained strong throughout the year. Therefore, the Finance Team decided to take only one quarter of the budgeted endowment draw for operating expenses (leaving \$48,288 in the endowment that would otherwise have been used for operating expenses.)



Building Maintenance Committee (BMC)

The BMC oversees and participates in ongoing efforts to provide repairs and new projects to ensure the integrity and usefulness of our building as an updated, ADA compliant, aesthetically attractive community resource.

MEMBERS AND AFFILIATES | Leroy Anderson, Warren Haslam, Loren Hill, Gary Schroeder, Franz Vail, Jack Wakelin, Bob Williams, Nancy Wood, Trudy Mott-Smith

Projects completed or in progress in 2020–2021:

- Painting of the support beam braces in FH;
- Scraping, priming, and painting the black beam ends and white fascia boards on the east end, outside of the kitchen;
- Scraping, priming, and painting the black beam ends and white fascia boards on the south side of Emerson School office and Sanctuary air-handling room;
- Priming and painting black hand railings near the south entrance, Sanctuary entrance & east entrance;
- Painting conduit on black beam on the south side;
- Cleaning assistance on the concrete apron on the south side of building;
- Cleaning and painting all curbs, step edges, fire lane markings, speed limit, and direction arrows with yellow paint;
- Sweeping and painting all white parking lot lines;
- Creating and painting a yellow no-parking space at the trail-head near the garage in the upper part of the parking lot;
- Priming lower siding on the garage;
- Assisting with 'Reboot' projects in east entrance hallway and mounting a bulletin board outside that entrance;
- Resolving air flow issues in the Sanctuary; and
- Renewing part of the drip apron and drain pits along the sidewalk from the south entrance (work to be continued).





Pandemic Policy Team (PPT)

The PPT first convened in September 2020 with this charge:

1. Help the Senior Minister develop policies and procedures that balance the desire to experience church activities face-to-face with the need to keep our congregants and the community at large as safe as possible.
2. Help develop policies and procedures for non-church use of the church building (renters, community partners, support groups)
3. Oversee communications plans regarding pandemic response.
4. Stay up to date on new developments regarding COVID-19 and responses recommended by local, state, and federal agencies/experts as well as the UUA and other local faith communities..
5. Assess risk of in-person gatherings given our indoor and outdoor spaces.
6. Listen and respond to concerns expressed by congregants.

They developed a comprehensive “COVID Policy 1.0” with transmission phases and risk levels of events to help assess what would be allowed under what circumstances. They adapted the policy frequently as new information about the disease became available, relying on guidance from the CDC, NH DHHS, and the UUA. When the policy became outdated in light of widespread vaccinations in the summer of 2021, they developed a brand new “COVID Policy 2.0.” They were strong advocates for vaccination, improving the safety of our building with air purification and capacity limits, and protecting the most vulnerable among us. It was a year of two steps forward (with vaccinations in spring 2021) and one step back (as the more contagious Delta variant surged in summer of 2021.)

MEMBERS | BJ Entwisle, Jeff Fetter, Belinda Nerl, Jim Schlosser, Rev. Michael Leuchtenberger, Rev. Lyn Marshall, Heidi Page, Lea Smith



“I just wanted to extend my thanks to all who have worked so diligently on this. What a great solution and smart way to begin the process. It will be exciting to listen in online and via Zoom on Sundays and know others are there!”

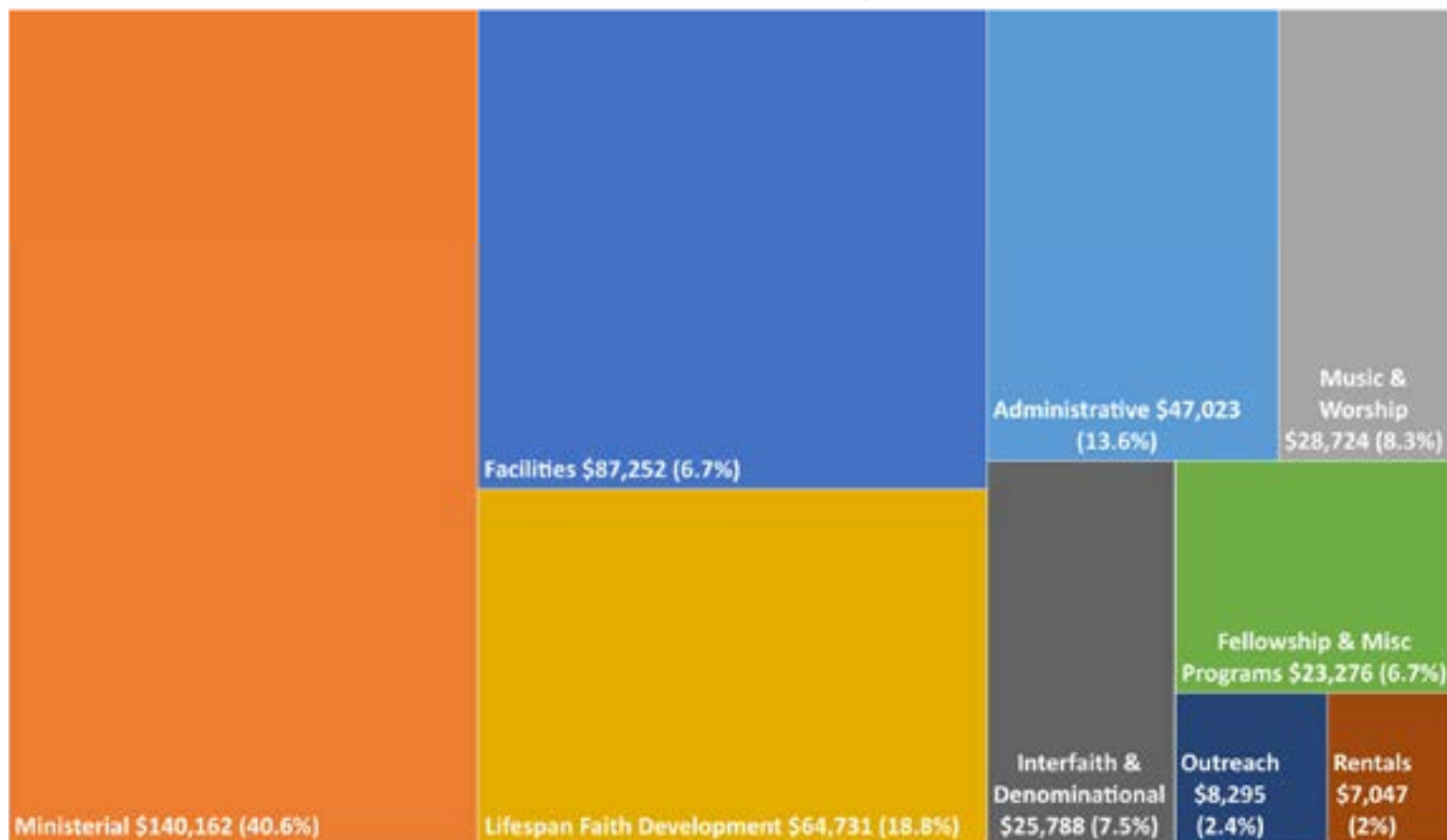
-Debbie Farr, new member, with regards to our opening to hybrid worship in late May 2021

2020-21 Board of Trustees | Anne Drewniak, Ann Hoey, Karen Mayo, Jim Schlosser, Kelly Mahony, Tom O’Brien, Zoe Picard

This year the Board:

- Engaged in multiple discussions centered on the [UU Commission on Institutional Change Report Widening the Circle](#), reflecting on how we personally and as a congregation embody the values of racial and multi-cultural justice.
- Crafted bylaws changes for congregational consideration to bring them into alignment with Governance and addressing inconsistencies.
- Conducted evaluation of Executive with regard to Ends Statements 1 through 3.
- Reflected on our Moral Owners articulation: “whom the board wishes to derive authority and to whom it wishes to be accountable,” especially regarding the Earth category in current [Moral Owner policy](#).

2020-21 OPERATING EXPENSES | TOTAL \$432,298



Building Use | Staff started having regular office hours in the summer after working all year from home except when only one person was present at a time. Spring and summer teased us when we got vaccinated and COVID transmission decreased. Per our COVID Policy, we offered worship for up to 25 households in the sanctuary, and we even dropped all capacity restrictions for a few short weeks in June-July. We all began planning for the fall when we'd all be able to gather again indoors. Unfortunately, the Delta variant had other plans and we had to go back to restricted capacity in the fall.

While the building itself could not be fully reopened, outside activities such as softball and organized hikes occurred throughout the summer. Many outside groups and organizations were also looking for a place that would let them gather, but due to the extra work load of our staff and risk of spreading COVID we did not rent rooms. Church groups and long-standing renters were given permission to come back to gather outside in the front courtyard and back patio. Our hopes were that in the fall we'd be able to get back to renting to outside, non-member groups.

In the meantime we prepared what we would be able to accommodate through a hybrid model for fall; setting up projectors, cameras, microphones, and computers in

Fellowship Hall, the Kent-Thomas Room, and more enhancements in the Sanctuary.



COVID-related building information:

- Rental income was \$20,602, about \$8000 less than pre COVID times.
- Some rental support groups began meeting outside at the church outside in March and indoors in May.
- There were no new rentals.
- Pandemic Policy Team met monthly and was very active adjusting phases and keeping up with recommendations for building use.
- Hallway lighting was added, air-purifiers were purchased.
- The CSA modified their drop off and pick up of fresh vegetables to continue renting from us.
- Emerson conducted classes, modified & outdoors.
- Covenant groups met outside, at homes, and on Zoom.
- Outdoor tents were purchased to use in the fall.

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





Draw the Circle Wide - UU Church of Concord, NH Choir





Worship

Worship was offered every Sunday at 10:00 am and Taize, a contemplative evening service, on the 2nd Sundays at 7pm. Our first Thursday services at Havenwood continued to not be offered because the risk of bringing COVID to our elders was too great.

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 Alison Miller, Betsy Black, Jeanne Ann Whittington, Larry Davis, Kate Huizinga, and our wonderful Youth Group.

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 2020-21 were:

September	Renewal
October	Deep Listening
November	Healing
December	Stillness
January	Imagination
February	Beloved Community
March	Commitment
April	Becoming
May	Story

Summer Services

With vaccinations available and COVID-19 in apparent retreat, we welcomed congregants back into the sanctuary as we continued to provide a robust livestream worship experience. Rev. Lyn Marshall provided technical support, Calvin Herst offered live preludes and offertories, and we had a variety of lay worship leaders and two guest ministers provide rich and varied services.

Summer Guest Worship Leaders

Rev. Suzanne Rude

Your Purpose, Your Song

John Warner

Choose Happiness

John Warner

Worth and Dignity ... Really?

Jeanne Ann Whittington

Making Space

Joanna Henderson

Great Poems for Tough Times

Rev. Nell Newton

A Simple Running Stitch

Craig Whitson

Being Your Own Guru... could be a UU thing to do

Rev. Denise Tracy

SHMILY: A sermon on the importance of love

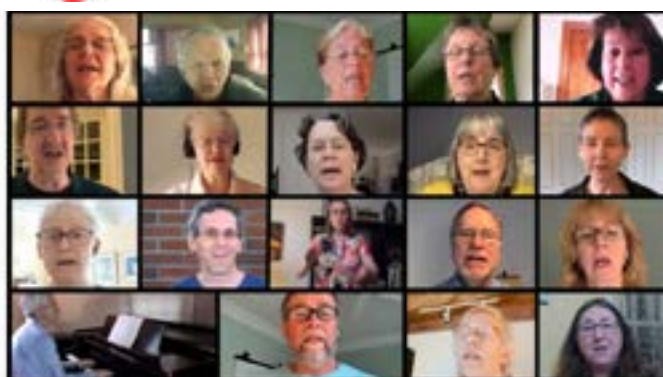


Choir

We were sorry to say goodbye to Kate Huizinga, our Choir Director for 2020-21, who saw us through so much, such as learning to record our music, the trials and tribulations of "Zooming" our rehearsals, as well as offering voice lessons for the choir members. Upon graduation, Kate was offered a position she was hoping for. We are very happy for her and her new career.



Choir's Playlist on YouTube



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

Contemplative Practices Group

Our goal is to promote and provide opportunities to join together for contemplative practices, such as meditation and yoga, in our UU Church community.

MEMBERS | Jeanne Ann Whittington, Rev. Michael Leuchtenberger, Heidi Page, Margaret Fletcher, Judi Abbe, Fran Hopper, Kim Gillis, Craig Whitson, Janet Kelley-Vail, Lee Leppanen, Sarah Melasecca, Linda Mai, Lorna Tobin, Zoe Picard, Marjorie Moulton, and others.

We helped church members develop daily spiritual practices by gathering to practice together and share and address common joys and challenges. Our group transitioned from practicing together at church to Zoom meetings or a hybrid setting. The silver lining is that people from afar seamlessly join our gatherings. Ongoing meetings continue -- mindfulness and yoga on Monday nights, an Insight Meditation group on the third Friday of the month (led by teacher Rae Houseman), Centering Saturdays of two-hour sessions from June through September, an annual three-day retreat, Second Hour offerings, occasional day-long retreats and more.



COVID-19 Changes | Since developing and maintaining a daily practice is a common challenge, our meetings support people in this venture.



"The beauty of practicing has really made me appreciate what I have surrounding me and the focus on the breath has even more meaning. Some people hate Zoom but when I am practicing it brings me joy to sit & see everyone's faces."

-Heidi Page



In 2020-21, contemplative offerings were:

- Alone Together: Solitude and Community 7th Annual Weekend Mindfulness Meditation Retreat
- Growing Sea Legs in a Storm: Mindfulness in Challenging Times
- Self-Compassion: A Time of Mindful Self-Care Insight Meditation Retreat
- New Years Community-and-Self-Guided Silent Retreat Day
- Centering Saturdays: Offered eight times on Zoom
- Monday Yoga and Insight Meditation was welcomed through Zoom

Earth-Centered Spirituality Group

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



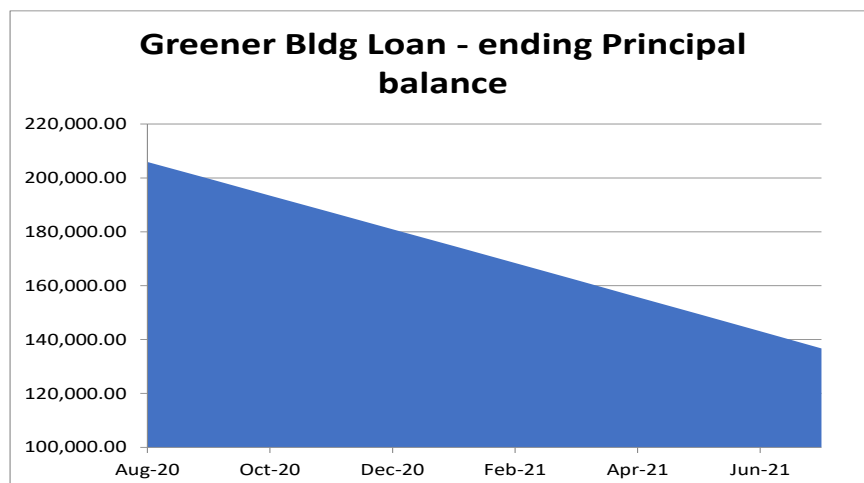
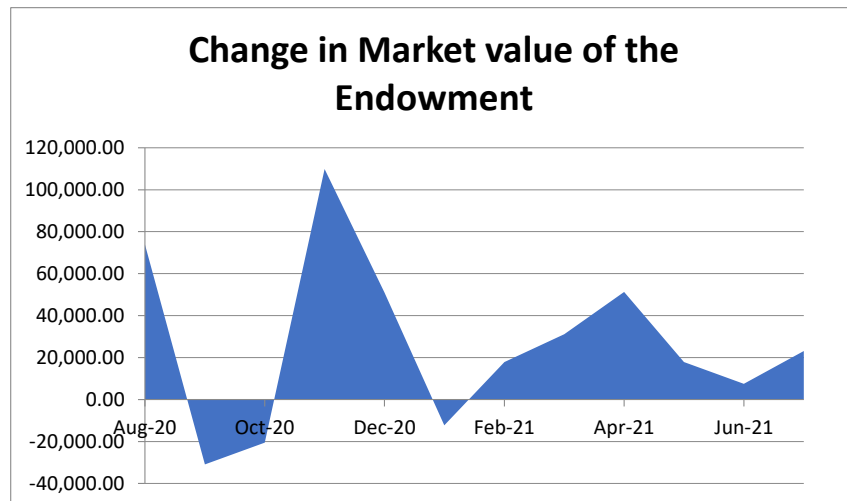
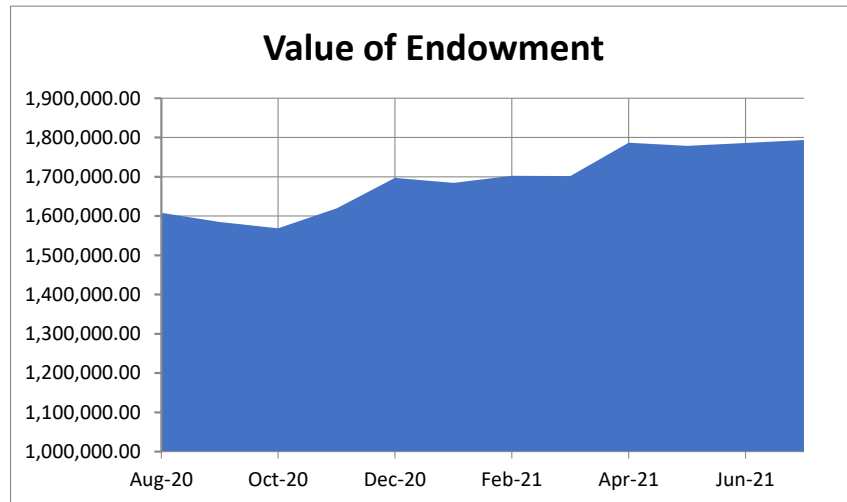
COVID-19 Changes | We continued to provide as many services as we could throughout the year, motivated in part by the 2020 Yule event being canceled due to the huge snowstorm. Thanks to the mild weather, we were able to host rituals in the Grove throughout the year. Every service saw some new faces and attendance has increased as word got out that we were still here and still serving our community.

We've been very pleased with some regular attendees now becoming regular officiants and a steady stream of interest from the community to get more involved. We continue to provide spiritual guidance to those who ask and network with other groups at other events, letting them know we are here and offering some of our wisdom for running a group and hosting public services.

Trust Fund Committee

We manage the investments/endowment of the church. The endowment financially supports every aspect of the church: operations, facilities, and outreach.

2020-21



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.

A simple, brief codicil to your current will or trust is all that’s needed for you to arrange a lasting legacy. Or, you could make UUCS a beneficiary of your retirement fund or life insurance policy by just completing a brief form that the company will provide. Legacy Committee members Jack Wakelin or David Canfield would be happy to discuss this with you privately (non-legal advice, of course).



Watch a Time for All Ages Playlist on Our YouTube Channel

Children’s Programs

As the pandemic continued and families struggled to keep up with online schooling while trying to work, we did not try to replicate our children’s programming on Zoom. Lyn offered a Parents of Preschoolers program that included videos for parents and a monthly discussion group to explore how to support preschoolers’ faith development as a family activity. Although participation was limited to a handful of families, the discussions were rich and the program was well received by the parents who participated.

Because we couldn’t do Mystery Match in the same way we have in the past, we experimented with Pandemic Postcard Pals. Participants exchanged several postcards with their mystery pal before a Zoom meeting. We did manage to have a delightful outdoor Easter Egg hunt in the grove, with children and parents getting to greet one another for the first time in what felt like ages.





Summer Outing Club



Moving Pews for New Carpeting



Thanksgiving Gathering



Outing Hikes & Walks

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

Youth Group | Our Youth Group managed to stay connected and active with a combination of online meetings and outdoor sessions. With the pandemic limiting the number of service projects we could undertake, the youth decided that they would like to get to know some of the elders in the congregation. Their interviews became the centerpiece for two wonderful worship services in May. *(See pictures on pg 31)*

Second Hour Adult Learning, Service, & Practice | With all church activities happening on Zoom, we found that a sermon dialogue or other offering by the minister/worship leader along with a twice-monthly contemplative practice option seemed to be a sustainable level of programming. We continued to offer a First Sunday drop-in covenant group on our monthly worship theme, dividing into breakout rooms if attendance was high enough.

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.

Michael, Heidi, and Lea began meeting to discuss how to tell our story so that others who are drawn to our welcoming community will find us. We have been promoting our services to on-line calendars in the community and crafting how best to tell our story authentically.

Volunteer and staff leaders helping with our publications this past year include:

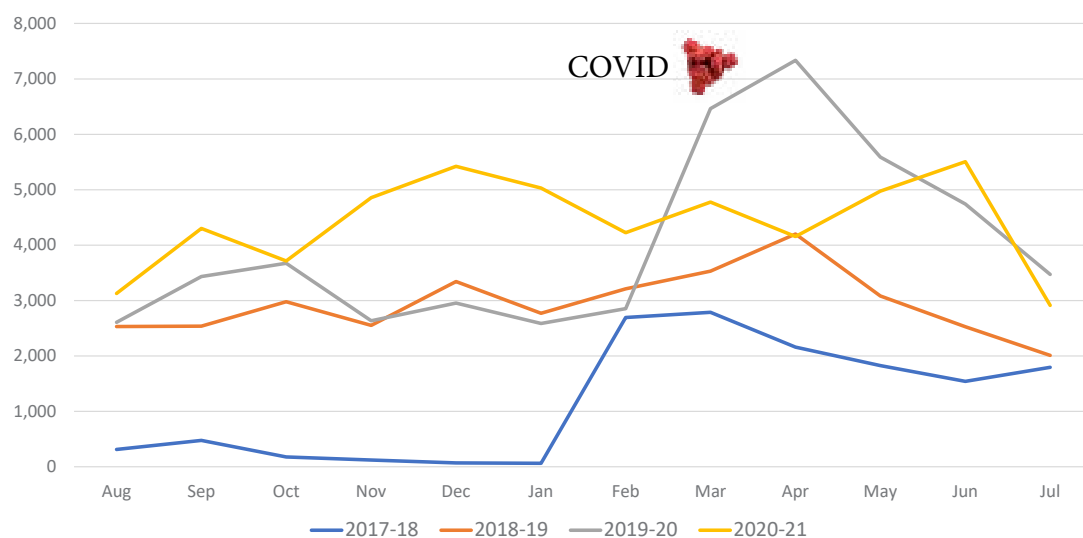
- Lorraine Ellis and Heidi Page, biweekly eBulletin assembly
- Lorraine Ellis, webmaster for many updates and technical issues
- Fran Philippe, Kay Read, and Lea Smith, copy editors
- Yearbook Committee (for the 2019-20 yearbook that was published in winter 2020): Suzanne Rude, Renee West, Lea Smith, and Heidi Page
- All our team and project leaders contributing to all the above

Publicity Information:

- Parish Notes: new Justice Notes section of happenings in our community that support our Ends Statements
- Our YouTube channel had 6,766 views, 13K min. watched
- eBulletins are opened 45.56% of the time. The industry average is an open rate of 30.26%
- Minister's Musings were video recorded and put onto YouTube and linked in Parish Notes, website, and Facebook
- Facebook page increased reach 152%, our visits were up 41.5%, and new page likes increased by 88.4%
- Increased our Followers on Facebook by 83 for a total of 923
- Website had more visitors in a year! *See chart below.*

Help people learn about our wonderful church by "liking" our [Facebook](#) page, "following" our [YouTube](#) page, and sharing our posts.

Visits to Our Website Per Month



Total Visits to concorduu.org

2017-18 14,027

2018-19 35,273

2019-20 48,339

2020-21 52,999

Friendly Kitchen Cooks

The Friendly Kitchen Cooks prepare, cook and serve dinner to our guests on the first Wednesday of the month.

HELPERS | Kath Butcher, Beth Corcoran, Kathy Everest, Beth Gabrielli, Pat Hoertdoerfer, Manfred Hoertdoerfer, Bob Holleman, Virginia Joslyn, Carrie Keeley, Aimee Monterio, Vince Negron, Fran Philippe, Kimm Phillips

We continued the long tradition of feeding those in need in the greater Concord community by cooking one meal a month. Since the onset of COVID-19, Kitchen guests no longer come to the serving window with their trays, but meals are boxed and served by staff members, offering continued support.



COVID-19 Changes | Our service continued, but the elder cooks chose not to cook during COVID-19, before vaccinations. Kimm Phillips stepped up and recruited a team of younger cooks to continue our service to the community.

Family Promise of Greater Concord

Family Promise of Greater Concord is an interfaith program with over 500 volunteers that provides temporary housing, meals, and support services to homeless parents and their children. Our church's commitment is to house families going through this program for several weeks during the year.



COVID-19 Changes | Because of the pandemic, families did not stay at our church, but other arrangements were made in order to keep volunteers and those using the services safe. We were able to help by taking up collections throughout the year to help supplement food for these families.

UU Friends of Refugees (UUFOR)

Concord UU has a deep commitment to welcoming and supporting New Americans who have come to this country as refugees. UU Friends of Refugees (UUFOR) has been actively supporting New American families and helping them establish new lives since 2008.

MEMBERS | Membership is fluid, but currently includes Julia Freeman-Woolpert & Bevan Tulk as co-chairs, with David Canfield, Whitney Howarth, Cheryl Bourassa, Christina Oliva, Nancy Wood, Kits Tunney, Donna Odde, Kathleen Butcher, Dariel Thompson, and Patty Bass. There are so many others we would like to thank from all those who have volunteered their time, donated items and money, and made our Thanksgiving distribution a success even during a pandemic.

ACHIEVEMENTS 2020-21 | The UU Friends of Refugees is an ongoing Faith in Action mission of our church that engages church members with Concord's refugee community. In 2020-21, Concord UUs continued offering friendly helping hands to New American neighbors struggling to resettle in an unfamiliar new land, with many friendships having grown along the way. The UUFOR committee and many other church members participated in various projects to support Concord's refugee community, among them:

- Shopped, packed, and delivered Thanksgiving baskets so that 106 members of our community could have food for a Thanksgiving celebration;
- Held an online Giving Tree for donations to buy and wrap gifts for over 50 New American children;
- Worked closely with Overcomers Support Services to address the needs of New American families;
- Provided ongoing transportation and support for several New American families;
- Provided tuition and supplies for New American children so they could attend fall and spring soccer camps, swimming lessons, and summer camp; 26 children attended our events;
- Delivered food on a weekly basis throughout the winter to many New American families and people experiencing homelessness who are struggling with food insecurity (Thank you, Hannaford!);
- One church member and two Bhutanese Deaf refugees delivered a presentation, "The New Hampshire Journey: From Isolation to Community," at World Deaf Refugee Day 2021; and
- Read and held a book discussion on *Congo: the Epic History of a People*.



COVID-19 Changes | We conducted most business by Zoom, and we didn't miss a beat for Thanksgiving baskets and the Giving Tree. Thanksgiving baskets were assembled outside with lots of social distancing, masking, and oversight, and delivered in a safe manner. The Giving Tree changed to an online tree with money donations, which a small group of individuals bought, wrapped, and delivered to Overcomers for distribution.

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



Protested to #StopHate against Asians



Agnes brought back the Community Garden to the front of the church



Members sewed masks for our community



Ember & Azalea Morgan were on TV for their activism to save Polar Bears



Nancy & Tom Morse got vaccinated



Many signs in yards to promote LOVE



Community Plate Committee



Rev. Lyn Marshall reads "It Takes a Village"

MASKS IN CHURCH?



Community Plate Committee

The Community Plate Committee chooses the organizations and projects that receive each Sunday's offering. We support causes that align with our church's mission, are important to our congregation, and are anchored in UU Principles.

MEMBERS | Chair: Deb Bruss. Members: Rik Yeames, Suzanne Rude, Renee West

ACHIEVEMENTS 2020-21 | During the 2020-21 fiscal year, the total amount collected was \$48,579. This total figure included:

- 45 Community Plates, which are usually non-profits - \$19,145.
- \$20,166 for Concord Community to End Homelessness (Michael's big plea)
- \$3017 for the Pastoral Support Fund (taken at the end of December)
- \$6251 for our Outreach Offerings, which are included in the church's budget but are collected on Sundays. These plates are for Family Promise, UU Friends Of Refugees, Concord Coalition to End Homelessness, and dues for UU Action and the NH Council of Churches.



COVID-19 CHANGES | The Community Plate Committee has been "Zooming" since March 2020, and fortunately, so did the collections that were taken. We had been meeting in person before church, but found a more convenient time to meet virtually (which meant we could remain in our jammies on Sunday morning, if we chose to do so). We've welcomed the opportunity to remain connected to each other and to continue our mission of helping to transform the world, from the local to the international level. We thank the staff who have made it easy and possible to donate on-line. Since church services remain on-line, this option is especially important for those who Zoom into church, and for those of us who forget to bring cash or checks to in-person services.



"We at Sycamore Community Garden are truly grateful to all of your members for such a generous donation. We do not have regular fundraising, so support like this really is what keeps our garden growing. Many gardeners from refugee backgrounds tell us that once they found the garden, they felt like they could make a home here. You are helping us grow-- not only food, but also the soul food of community."

-Kaylin Purple, Manager of Sycamore Gardens

Augustine Fellowship

The church rents space to community groups that reflect UU principles at a nominal rate. The Augustine Fellowship is one of these groups, along with Come as You Are LGBTQ+ AA group, and the Chronic Pain Support Group.

For almost twenty-five years the Augustine Fellowship has met every Sunday evening in the church until COVID-19 forced us all into quarantine. We are delighted to be able to return. We have kept our meetings hybrid so our members who are ill or live some distance away can also join us weekly “at the church.” The Augustine Fellowship would like to profoundly thank the Church members, ministers, and staff for making room at the church for us to meet.

These two and a half decades of Sunday evening meetings – over 1,300--have allowed the Augustine Fellowship to be a vital support group for several hundred men and women in New Hampshire. Like AA, we “work” the Twelve-Step Program of Recovery, using AA’s Big Book, relying on our Higher Power, counting on each other’s help and support, and empowering us to help others. We welcome any person who believes he or she may be or is addicted to sex or love.

The church has provided a safe place for our members to meet, be affirmed again, share support and community and help others find their way and heal. That has been an enormous ministry and we thank you for your welcome, kindness and support.



COVID-19 CHANGES | COVID did alter our work and activities. We quickly learned to work first remotely through Zoom and then, as we returned to in-person meetings at the church, we have continued to utilize Zoom so that those who are ill or distant can continue to “be present” each week. The church’s technological changes and physical space re-arrangements made that possible. We thank you.



Unitarian Benevolent Association (UBA)

Our purpose is to donate money to local agencies that help women and children.

The UBA is technically not part of the Unitarian Universalist Church. However, they have been gracious in welcoming us under their umbrella.



COVID-19 CHANGES | We met via Zoom, rather than in person due to COVID-19.

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 completed her three-year term as secretary of the UU Action NH leadership team. Despite the pandemic, UU Action NH continued to work on immigration, climate change, and other social justice issues with community partners who share our values and goals.



“You make connections possible and lives are changed. Thank you.”

-Anonymous member, Augustine Fellowship



Hope for the Holidays



*The people who walked in darkness have seen a great light
Those who lived in a land of deep darkness—on them light has shined. Isaiah 9:2*

An Interfaith Service of hope and healing with readings, prayers, music, reflections and short meditations from a variety of faith traditions.

A time to acknowledge our feelings of sadness and concern, to remember that we are not alone, and to find encouragement to live the days ahead.



Downing Trust

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

TRUSTEES | Karen Mayo, Linda Ashford, and Rob Fleis-
chman. They continued to work to streamline Linda's required reporting to the courts by getting all of the assets under the management of just one custodian. Although the assets are now under one custodian, the IRS changed the reporting requirements so that only electronic submissions of reports are accepted, and the transition from paper to electronic reporting took significant time, money and effort from the trustees. None of the expense is reimbursable from the Trust, so the Trustees were required to absorb those expenses personally.

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 New Hampshire. The Grant committee usually distributes funds in late winter/early spring.



COVID-19 Changes | 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 and/or teach in NH. Instead, the past few years, 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 the money back to us. 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. We expect to continue this plan until the pandemic is no longer affecting in-person operations as significantly as it has the last few years.

Greater Concord Interfaith Council

We work with other Council members who represent faith communities and faith-based non-profits through common worship, mutual education, and community outreach to support and act on behalf of justice, tolerance and human need.

MEMBERS | Rev. Suzanne Rude, UU Representative along with Linda Williams and Rev. Michael Leuchtenberger

ACHIEVEMENTS 2020-21 | Our church, through its Council membership representatives and dues, supports the work of the Council in being a visible presence in the greater Concord Community through participation in up to 12 public events per year, through writing letters to public officials on issues of local and global importance, and through being voices of faith leadership in the community. This past year, for example, we held our CROP Hunger Walk virtually, and alongside 11 other faith communities, were able to raise over \$10,000 to benefit the work of Church World Service and area food pantries.



COVID-19 Changes | In collaboration with Riverbend Community Mental Health, we added an event this year called "Hope for the Holidays" that was especially geared towards those who were struggling with isolation due to the pandemic.



MISSION

OUR PURPOSE

Connecting in Love & Service
Growing Spiritually
Transforming Ourselves & the World

Thank you to these contributors to our 2020-21 Yearbook

Board of Trustees | Ann Hoey, Chair
Building Use | Heidi Page, Office Administrator
Communications | Heidi Page, Office Administrator
Community Plate Committee | Deborah Bruss, Chair
Contemplative Practices Group | Betsy Black
Downing Trust Grant Committee | Karen Mayo, Treasurer/Trustee
Church Staff | Lea Smith, Director of Membership and Administration
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Family Promise | Heather Terragni, Coordinator
Friendly Kitchen Cooks | Fran Philippe, Coordinator
Grounds Committee & Green Team | Fran Philippe, Chair
Legacy Committee | David Canfield and Jack Wakelin, Co-chairs
Greater Concord Interfaith Council | Suzanne Rude, Representative
Lifespan Faith Development & Children's Programs | Rev. Lyn Marshall
Earth-Centered Spirituality Group | Chris Faella & Rich Tomasso, Steering Committee Members
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
UU Friends of Refugees | Julia Freeman-Woolpert, Bevan Tulk, Co-Chairs
Unitarian Benevolent Association | Beth Corcoran, UBA President
UU Action NH | Rev. Lyn Marshall, UUANH Secretary
Trust Fund Committee | Robert Fleischman, Chair & Karen Mayo, Treasurer

Special Thanks to the Yearbook Committee:

Heidi Page | Editor & Graphic Designer

Suzanne Rude, and Renee West

Copy Editors: Renee West, Lea Smith, and Fran Philippe

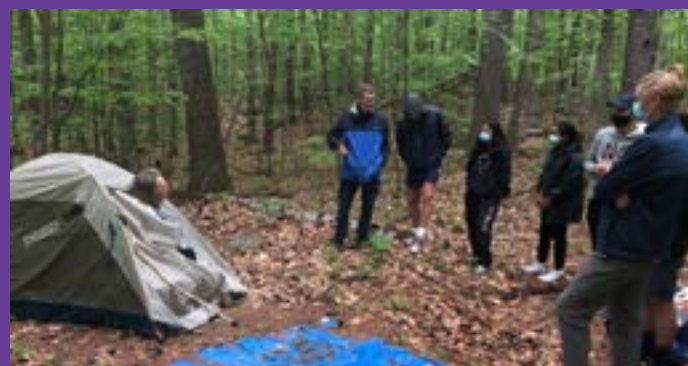
Choir Gets to Sing Together LIVE!!



Choir with Peter Mayer & Michigan Choir



Our Youth Group Shows Their Resiliency





Fun things we did that brought us joy during the pandemic.
[Click here to go to the interactive version.](#)

