

2021-2022

Opening the Door



UNITARIAN UNIVERSALIST
CHURCH OF CONCORD

Dedication



**This Yearbook is dedicated to these
special volunteers honored in June 2022:**

Renee West | **Volunteer of the Year**

Karen Cox | **Unsung Hero**

Sara Butcher & Adee Cooper | **Youth Volunteers**

CJ & Karen Landsman | **Lifetime Volunteers**

Welcome to Our Yearbook Volume V | 2021-22

Our Yearbook is organized around our Ends Statements, which are our shared vision for how we want to be together and impact our world. We asked our church leaders to reflect on one end that their project, team or committee helps us achieve. Our leaders' responses formed the foundation for this Yearbook. Our doors are open, won't you join us inside?

SEVEN

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.

10 We work to recognize, understand, and dismantle systems of bias, oppression, and privilege within ourselves, our congregation, our community, and the larger world.

2021-22

BOARD OF TRUSTEES & MINISTERS



Row 1: Ann Hoey , Rev. Michael Leuchtenberger, Karen Mayo, Anne Drewniak

Row 2: Rev. Lyn Marshall, Jim Schlosser, Kelly Mahony, Roger Ballou

Row 3: Craig Whitson, Intern Minister Jeff Beland, Intern Minister Dan Frye

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.





Opening the Door... with patience

We were so hopeful that the fall of 2021 would include a grand reopening of our building, with a big celebration, food, dancing - and then there was Omicron, causing us to rethink the wisdom of large gatherings once again. The Pandemic Policy Team, which we convened a few weeks into the pandemic with the thought that they'd meet for a few weeks, develop a policy, and then their work would be done, met bi-weekly to reassess the latest news and numbers. We opened our doors to limited numbers, increased the numbers, decreased them again, trying to find the right balance between connection and caution, relationships and responsible mitigation strategies.

It was a year that tested our patience - with ourselves, with each other, and with an invisible yet potentially deadly disease that continued to outrun our public health system.

We did our best to adapt, to open the doors we could and to create new ways to connect and work together to fulfill our hopes and dreams as a congregation. We met outdoors, we met on Zoom, we donned masks and gathered in groups sized for the current transmission rates and hospitalizations. We got our vaccinations and booster shots, we tested ourselves for Covid over, and over, and over.

We continued to worship together, online and in person. We continued to wrestle with the issues of our time - climate change, racism, discrimination against LGBTQ+ people, homelessness, and immigration. The Board of Trustees spent the year working through the report of the UUA Commission on Institutional Change, Widening the Circle of Concern, and adopted a new end statement committing us as a congregation to recognize, understand, and dismantle systems of bias, oppression, and privilege in ourselves, our congregation, and the world.

The issue of accessibility - the literal need for doors that open wider and more easily for people with disabilities, and other changes to our campus to better accommodate the range of human ability, also beckoned to us for deeper consideration and action.

This Yearbook features highlights of the 2021-22 church year. We have highlighted many sections with a special icon to call attention to ways we continue to adapt to the challenges of living through an ongoing pandemic.

WHEN YOU SEE:



"The cocoon encapsulates both visible outer transformations and private inner ones." -- Artist [Sarah Greenman](#)
This icon represents patience as we move through COVID.



Membership Programs

"Our congregants create and experience authentic connection."

Becoming a member of the church means moving from being an observer or participant to being an active creator of our community - contributing time, talent, and treasure as you are able. We aim to be an inclusive church that welcomes everyone of any ethnicity, race, sexual orientation, gender identity, or economic status.

New members this year are:

Rob Blakeney
 Alice DonnaSelva
 Ellen Groh
 Sally Hirsh-Dickinson
 Sarah Keniston
 Faithe Miller Lakowicz
 Betsey Neville
 Isaac Sargent
 Rachel Sargent
 Jeanne Ann Whittington
 Kristal Truax
 John Vinson
 Betsy Kennedy
 Judy Maloney

Achievements

- Our Exploring Membership group (run by Lorraine Ellis & Rev. Michael Leuchtenberger) was offered twice this year, and 14 new members joined the church.
- Most of our new members were matched with a New-comer Buddy, a long-time member who could show them around and help them connect with others.
- Our friendly Sunday Greeters (Janet Kibbee, Karen Cox, Jeff Abbe, Fran Philippe, Anna Gallagher, Renee West) were stationed in the foyer near the parlor and in the Sanctuary vestibule to orient newcomers, offer a nametag, and answer questions.
- Lea Smith, Director of Membership & Administration, followed up with newcomers to our in-person or live-stream services by email, phone, or snail mail to make sure they felt welcomed and engaged.



In April we offered a gathering for members who had joined during the pandemic building closure to make connections and to finally sign the membership book!



"Being a part of this community makes my heart feel happy, and my soul fulfilled. I'm so glad to be here on this spiritual journey with you all!"

— Faithe Miller Lakowicz

Choir

"Our congregants create and experience authentic connection."

The Choir provides an opportunity for singers to come together and illustrate joy and fellowship through music. It is a chance for singers from all walks of life to congregate, celebrate, and make beautiful music together.

Achievements

The Choir creates authentic connection every time we sing. This is felt not only by the singers, but by the congregation who listens to the music. Music is a powerful medium for expressing emotion, but also something that brings emotions out in the listeners. We choose our repertoire based on what best lyrically or thematically suits the message of the day, and those connections are often felt by singers and congregation alike.



Music Committee

"Our congregants create and experience authentic connection."

Our purpose is to support the music program.

Achievements

Provided support to music staff; oriented new choir members and people who were interested in joining the choir; managed the music inventory.



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.



Though we had adapted to playing games online very well it was wonderful to be able to meet out on the back patio for outdoor games. When it got colder we moved into Fellowship Hall but continued to wear masks. We set up a card table outside and would take breaks to eat chocolates.



Grounds

"Our congregants create and experience authentic connection."

Grounds volunteers have the never-ending task of keeping our extensive church property clean and attractive. This includes projects as simple as raking and weeding to those more complex such as keeping the bittersweet under control.

Volunteers | There is no committee, per se, but instead, projects are completed by volunteers that show up for Grounds work days. Many thanks to this years volunteers: Bob Lyon for mowing the grounds; Janet Kelley-Vail, Beth Corcoran, Danny Wouters, Wendy Olson, Judy Maloney, Alice DonnaSelva and Fran Philippe for adopting specific spots; and for participating in volunteer clean-up days: LeRoy Anderson, Bob Lyon, Bill Faulkner, Fran Philippe, David Canfield, Chris Soule, Chris Hallowell, Ellen Groh, Mel Caron, Judy Maloney, Nancy Wood, Jim Downie, Jim Curley, James Meinecke, Renee West, Teresa Lacoy, Alice DonnaSelva, Asif S., Faithe Miller Lakowicz, Judi Abbe, Belinda and John Nerl, Virginia Joslyn, Katelyn Ahern and the Rivera-Berry family - Bianca, Michael, Reina and Lorenzo.

Achievements

There is no better way to create authentic connection than working for a common goal. Working together to keep our church grounds clean and attractive has provided that opportunity for many.



Being an outdoor team of volunteers, COVID-19 had little impact on our work.

Thanksgiving

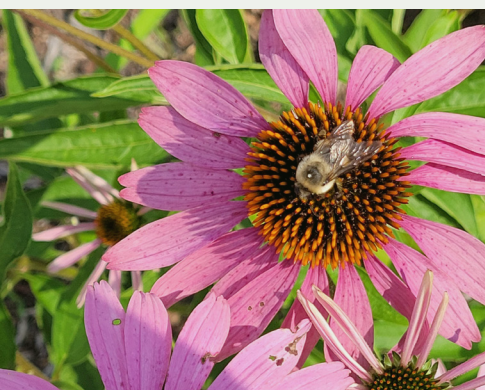
"Our congregants create and experience authentic connection."

An opportunity for church members to share Thanksgiving together, building community and offering comfort.

Team | Renee West, Franz Vail, Anna Gallagher

Achievements

Due to the ongoing pandemic, it was determined, for everyone's safety, that the church couldn't offer our usual dinner. Instead, we decided to offer smaller gatherings in members' homes. Three hosts—Ann Hoey and Stephen Elgert, Jim Schlosser & Laurie Meyer, and Dan Frye and Renee West—offered their homes to interested congregants, about 15 in total. While the gatherings were small, the pictures portray the usual warmth, caring, and good eating as we celebrated the fortune of a good harvest.



Church Picnic | Silent Auction | Live Auction

It was a beautiful day to gather during Flower Communion, graduate our youth to adulthood, gather outside for a potluck BBQ on the front courtyard, and share a meal with everyone. Inside we had our traditional live auction while keeping the online silent auction open until 3 pm. We raised over \$8,000 this year.



We were delighted to see the return of the in-person picnic and auction. Picnic attendance returned to pre-COVID levels and our cooks scrambled to make enough food! We held the Auction indoors with doors and windows open, and air purifiers running.



Board of Trustees

"We work to recognize, understand, and dismantle systems of bias, oppression, and privilege within ourselves, our congregation, our community, and the larger world."

The Board of Trustees operates under policy-based governance, a system that separates goals and vision (Ends) from all other organizational matters (Means). It allows the Board to focus on policies and principles rather than routine decision-making and day-to-day operations.

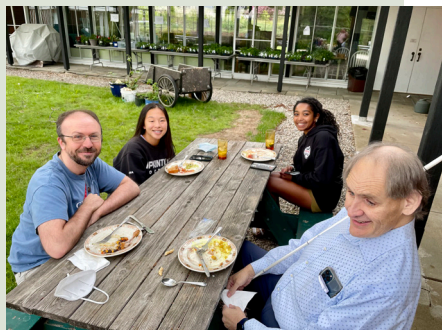
2021-2022 Board Members

Roger Ballou, *Job Jotter*
Anne Drewniak
Ann Hoey, *Chair*
Kelly Mahony, *Vice Chair*
Karen Mayo, *Treasurer*
James Schlosser, *Secretary*
Craig Whitson

Achievements

The Board of Trustees worked to adopt this new Ends Statement for our congregation and spent the year communicating the motivation and context for doing so. Individual board members shared personal journeys and worked to educate themselves through reading and attending conferences.





Internship Committee

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

We are a committee formed to support the ministerial internships of Jeff Beland and Dan Frye. An internship committee made up of an array of church members is required by their seminary as they complete their two-year internship at our church. We meet monthly with them to discuss their successes and challenges as they proceed in their ministerial training. We also offer our input at the end of the church year on various seminary and UU performance rubrics and evaluation forms as part of their internship requirements.

Members | Suzanne Rude and Betsy Black, co-chairs. Fran Philippe, Craig Whitson, Belinda Nerl, Adee Cooper and Sara Butcher

Achievements

When our team and our entire congregation supports ministers in their training as future faith leaders it helps to grow the Unitarian Universalist faith in the world. It also widens the circle of effective leaders of our faith.



We met once via zoom due to a rise in COVID numbers but have continued to meet in person once every month during the regular church year.



Intern Minister Jeff Beland

I feel quite positive with the way year one went even though it was exhausting! There are probably things I forgot to mention that I also did but I gained a lot of experience in many different areas of church functions and learned better about the role of being a minister and all the many hats that a minister must wear. I also attended the General Assembly, and Ministry Days prior to that beginning. All of these different areas taught me many different things and this helped me to grow and learn and focus on my direction and leadership style as a minister. The internship committee met monthly hear about what has taken place in the previous month and work to assess both me and Dan according to our goals and outcomes. I'm thankful that basically I passed the first year!

- Attended numerous meetings: Board of Trustees, Operations Leadership Team, Staff Meeting, Pandemic Policy Team, Stewardship Team, Worship Associates, Pastoral Care Associates, Supervision, Lifespan Faith Development Team, Choir (very few times), Games and Chocolate (once)
- Co-Taught OWL with Karen Cox for several months
- Trained to facilitate OWL
- Trained in Restorative Circles practice
- Training in Date with Death Club
- Preached a few times and served as worship associate multiple times
- Led Drop-In Covenant Group
- Facilitated one of the community luncheons at church



“The effort put into the meals gave us a welcome relief from cooking and showed us how skilled cooks can work wonders. Beyond that, it became obvious that we derived great satisfaction from the spiritual gift of part of our UU community reaching out to another part—us. This gift might not be easy to describe, but it helped us immensely as we slogged through a very dark period. We are grateful beyond words.”

—Brackett Scheffy, member

Caring Network - Memorial Reception

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

Memorial Receptions offer congregants comfort and sustenance following the service. Fellow church goers provide home-baked goods and provide a place for mourners to gather and celebrate the life of their special person.

Achievements

Renee West coordinated the Caring Network Memorial Reception Team. The receptions this year, held either in the courtyard or Fellowship Hall, boasted delicious home-baked treats and hot and cold drinks made by fellow congregants. This outreach of love and support was made possible by fifteen individuals who, working in teams, set up tables and filled them with the goodies and got everything ready; ensured the reception ran smoothly; and helped clean up afterwards. Most of all, we were all invested in making the reception a space of peace where mourners could feel cared for while grieving the loss of someone special in their lives. Special thanks go to Barbara Keshen (the outgoing coordinator) and Fran Philippe, who were both especially helpful during the transition between coordinators.



During a period where the infection rate was higher, the reception was held outdoors. Thankfully we had nice weather for the day!

Caring Network - Meals

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

The Caring Network supports congregants during their time of need by providing meals made by other congregants. All done with the help of lots of helpers!

Achievements

Congregants who need extra help, because they are suffering health troubles, recovering from a medical treatment, or grieving during a time of loss, can reach out for support from our church and receive delicious, homemade meals for the duration of their time of need. Many thanks to the fifteen individuals who supplied and delivered meals to the four recipients during the 2021-22 calendar year. Giving sustenance during those trying times is another way that we create, sustain, and deepen meaningful connections.

Pastoral Care Associates (PCA)

Our PCAs 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. Lyn Marshall or approach them directly. You'll recognize them by their green ribbon on Sundays.



Church Staff

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

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.

2021-22 Staff

Rev. Michael Leuchtenberger, Senior Minister
 Rev. Lyn Marshall, Minister of Lifespan Faith Development
 Lea Smith, Director of Membership & Administration
 Heidi Page, Office Administrator
 Robert Baker, Director of Facilities & Technology
 Calvin Herst, Accompanist
 Alex Hunton, Choir Director
 Agnes Sesay, Custodian
 Noah Leuchtenberger, A/V Assistant
 CJ Martin, Childcare Provider

Achievements

The ministers and staff led the permanent transition to a “hybrid church” with vibrant worship both in person and online, along with multi-platform opportunities for connection and lifelong learning. In fall 2021 we hired Robert Baker as Sexton. We quickly realized that permanently sustaining our “digital campus” would require more staff support (as Rev. Leuchtenberger had been managing most of it solo in addition to his ministerial duties.) Robert had the skills to help, so he was

promoted to Director of Facilities and Technology. We hired Alex Hunton as choir director, leading choir rehearsals both in-person and on Zoom. When the church re-opened for children’s programming in spring 2022, we hired CJ Martin to staff our Rainbow Room nursery while other staff coordinated a wonderful crew of volunteers for other children’s programs.



As our COVID policy changed in response to current transmission, vaccines, and virus variants, the staff adapted our procedures for varying levels of attendance and participation, masking, ventilation, and much more. Restrictions were relaxed and tightened multiple times throughout the year, requiring lots of flexibility and grace from the congregation and staff.



“The staff help carry out the church’s ends (goals) as set by the Board of Trustees. While each of the staff have their own specialties or ministry areas, we work as a team to support each other and the church’s dedicated volunteers in creating beloved community.”

— Lea Smith, Director of Membership & Administration

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, universally accessible, aesthetically attractive community resource.

Members and Affiliates | Rob Blakeney, Warren Haslam, Loren Hill, Trudy Mott-Smith, Gary Schroeder, Franz Vail, Jack Wakelin, Bob Williams and Nancy Wood

Projects completed or in progress in 2021-22:

- Replace rotted post on north side of mechanical room stairwell;
- Repairs and restoration of central chimney;
- Install gutter at Air Handling Intake;
- Insulate walls and replace wallboard in mechanical room stairwell;
- Replace damaged railing at east entrance;
- Sweeping parking lot and maintaining markings;
- Assisting with heating and ventilation equipment function and maintenance;
- Renewing drip apron and drainage pits along the walkway at the south entrance.



Building Use

With the development of a COVID vaccine in spring 2021, followed by boosters, we expected to see things move back to a “new normal” in fall 2021. Unfortunately the big plans to reopen once the vaccine came out proved to be a false start, but the vaccines allow us to take baby steps towards re-opening. Initially church groups and long-standing renters were given permission to come back. Masks were required, although small groups under 20 could remove their masks if everyone was comfortable with that. We increased how many could attend in person for Sunday worship in March, and again in April; then we reduced the number when COVID spiked in May. Our mask requirement was dropped, and then brought back. Due to capacity limits, food restrictions, and mask requirements, several weddings pulled their plans from our church. So it was exciting when a couple had their wedding in our grove in spring 2022. Spring is also when the Pandemic Policy Team gave permission to begin renting to outside groups. In July we even had guest musicians

perform as part of our contemplative practices program. The “new normal” is starting to happen slowly but surely.



COVID-related building information:

- There were five memorials with various COVID adaptations including masks, limited attendance, and even one that was held outdoors.
- Rental income was \$24,535, about \$3500 less than pre-COVID times. We expected it to be low due to COVID and only planned for \$22,000. Exceeding the budget during these challenging times was quite a remarkable success!
- Local Harvest CSA, a long-time renter, continued with their modified pick up of fresh vegetables out front.
- Emerson School conducted classes outdoors in the fall and then indoors with staggered times.
- Covenant groups and church committees met outside, at homes, on Zoom, and some came back to the building.



Pandemic Policy Team (PPT)

The Pandemic Policy Team (PTT) continued to meet monthly this past year to ensure that our COVID policies were responsive to an ever changing situation, both in the Pandemic and also the recommendations of groups such as the CDC, and the UUA. Balancing the safety of our congregants with the desire to gather for worship and be in our buildings for other church activities was always our goal.

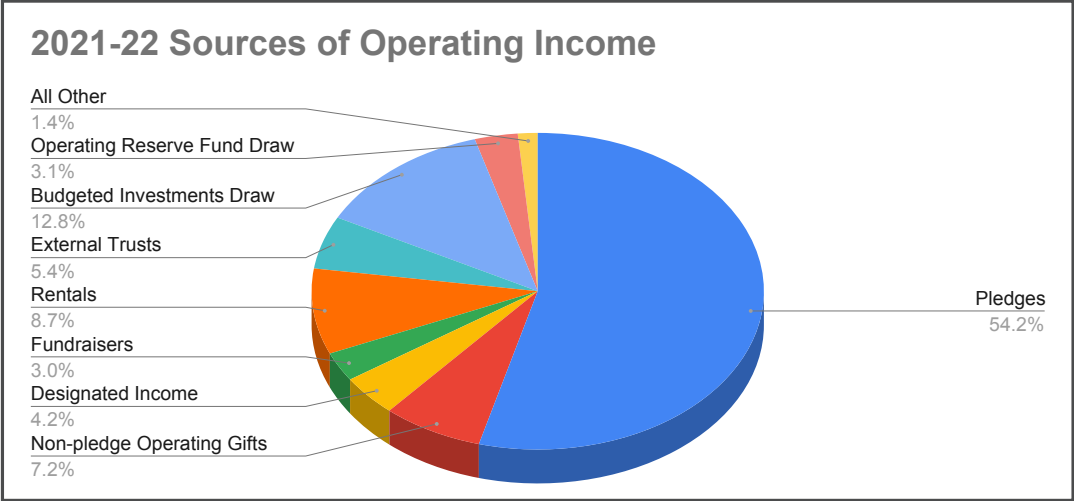
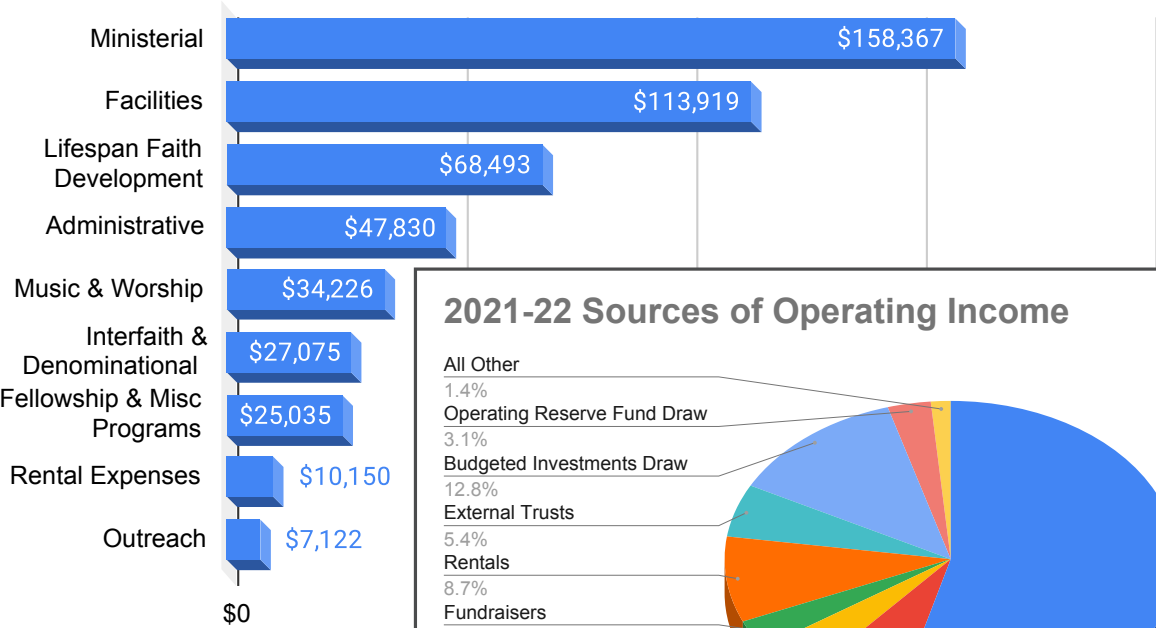
The Delta variant dominated our planning in the summer of 2021, and we could not imagine the intense Omicron flare in the winter of 2021-22 that led almost to hospital overwhelm, our highest risk category. The relief of vaccinations has been followed by the need for boosters and the awareness that the virus is constantly evolving in terms of infectiousness and new variants. We continue to feel that the safest strategy is to strongly recommend vaccinations and boosters, and to utilize HEPA air filtration and limits in group size as the best way to ensure personal and group safety. We have engaged with congregants who have reached out to us with questions and concerns.

As the pandemic abated in spring 2022, we were very happy to resume the nursery and children's programming! Initially, we allowed usual groups to return for their meetings on the church premises and now the buildings are open for rental. In June 2022 we moved into Phase 2 of our COVID policy, loosening restrictions in response to fairly low risk in Merrimack County.

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



2021-22 Operating Expense by Program



Finance Committee

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

The Finance Committee helps to ensure that the church’s financial records and budget process are handled with accuracy, transparency, and equity.

Members

Jack Wakelin, Karen Mayo, Cathy Menard, Lea Smith

Achievements

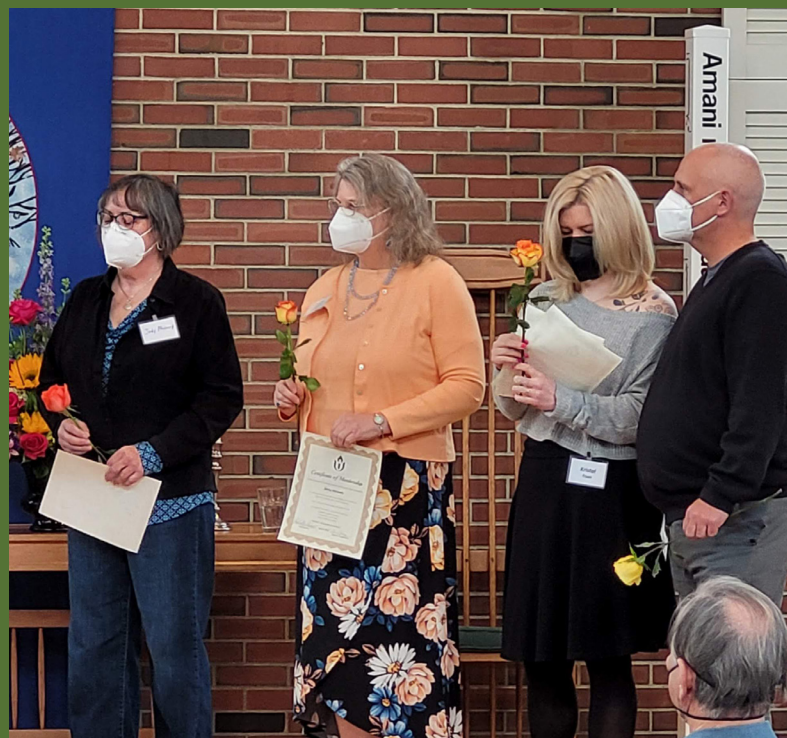
- The Finance Team continued the work of improving our church’s Financial Statements. To ensure that members were aware of these changes and answer any questions, the committee held forums prior to the Annual Meeting.
- Two By-Laws amendments were prepared, submitted to, and passed by the Annual Meeting. One was the changing of the name of our “Trust Fund” to “Investments” in our financial documents (and verbally) to properly identify the type funds that the church has invested. This will avoid confusion as the term Trust Fund has specific legal restrictions (or conditions) which our investments do not have. The second

By-Law was to create and pass a Capital Budget. The committee first created a draft Capital Budget Procedure to guide the creation of the first Capital Budget during fiscal year 2022-23. This budget for 2023-24 will be presented to the Annual Meeting in June of 2023 for discussion and, hopefully, approval.

- The committee also created an Operating Reserve Fund (approved at the Annual Meeting in 2021) in the appropriate Financial Statements. The Operating Reserve Fund came initially from a surplus from the 2020-21 budget and was increased at the June 2022 Annual Meeting. This Operating Reserve Fund will assist in meeting future operating budget requirements.
- The Unitarian Benevolent Association wishes to transfer their funds to a church designated fund. The committee worked with the UBA to draft a Letter of Agreement so that their funds will be used in accordance with their founding principles.



The committee continues to monitor COVID related financial anomalies.







"Being a church leader is a way for me to give back to the community which gives me so much."

—Betsy Black, Operations Leadership Team member, Worship Associate, and leader of Contemplative Practices Group

Operations Leadership Team (OLT)

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

The OLT helps the senior minister interpret and implement the church's ends (goals) as set by the Board of Trustees. They set priorities for allocating resources and develop volunteer leadership to ensure we have effective leaders with the resources to complete their work.

Members

Chair/Convener: Rev. Michael Leuchtenberger (Senior Minister)

Ex-Officio Member: Rev. Lyn Marshall (Minister of Lifespan Faith Development)

Ex-Officio Member/Secretary: Lea Smith (Director of Membership & Administration)

Team Members: Cathy Menard, Betsy Black, Belinda Nerl, Jeff Corcoran, Franz Vail, Jenn Star, Renee West, Chris Soule. In addition, BJ Entwisle and Janet Kibbee joined in the spring of 2022 to provide additional support for Michael's sabbatical.

Achievements

- Recruited volunteers for Assistant Treasurer, Christmas Eve logistics, New Member Buddies, and much more.
- Supported the Senior Minister in considering budget and staffing implications of our evolving digital campus.
- Prepared for Michael's sabbatical by identifying volunteers to fill in for things that Michael usually does, and brain-stormed how to support staff who will be taking on extra duties.
- Approved a Policy for Safely Including Sex Offenders, to be effective in March 2023 (after Michael's sabbatical.)
- Approved procedures for capital expenses and planning a capital budget.



We brainstormed and implemented ideas for engagement and boosting morale during the long pandemic, such as small Thanksgiving dinners in congregants' homes. We also tried to be aware of congregants' needs and feelings, whether they attended in person or on-line.





Worship

We continued to develop our technology as we experimented our way into a hybrid worship experience that would serve both the in-person congregation and worshipers joining via our live-stream. When we discovered that our newly hired Sexton, Robert Baker, also had a knack for audio-visual technology, we reconfigured his position to allow him to use those vital skills to support our digital campus as well as the physical one. With a new title, Director of Facilities and Technology, Robert is helping relieve the pressure on the ministers to be the tech team.



As Covid numbers fluctuated, so did the number of people able to be present in the sanctuary. We kicked off the worship season in September with a Water Communion that was modified for maximum safety and physical distancing, with congregants adding water to a bowl outdoors rather than inside during the service. Our choir began meeting as a hybrid group, and the in-person numbers slowly grew. Then the choir sang from the chancel once again. It was a great joy in June to be able to celebrate our Flower Service in the sanctuary, exchanging flowers as we did pre-Covid, and to have our picnic in the courtyard with the traditional bounce house available for the joyful of all ages to partake.

Hybrid Taizé services were offered monthly from October through April, with recorded music played in the sanctuary.

Worship Associates

Worship Associates met monthly to provide direction and inspiration to the ministry team in planning services, and began participating in services in the Sanctuary once again.

Themes we explored during 2021-22 were:

September	Embracing Possibility
October	Cultivating Relationship
November	Holding History
December	Opening to Joy
January	Living with Intention
February	Widening the Circle
March	Renewing Faith
April	Awakening
May	Nurturing Beauty
June	Celebrating Blessings

Summer Services

We were treated to some wonderful worship, led mostly by congregants, throughout the summer. Rev. Lyn Marshall and Noah Leuchtenberger provided liturgical and technical support and Calvin Herst offered beautiful music (as did Mike Annicchiarico on two Sundays.) In what may have been a first, we canceled in-person worship on July 24 because of a heat wave and poor air quality. Our technology allowed us to quickly pivot to an all-online service, but as temperatures continue to rise with a warming planet, the idea of air conditioning for the sanctuary was definitely on people's minds as a possibility for the future.

Summer Worship Leaders & Title of Sermon

Rev. Lyn Marshall *Animal Blessings*
 Rev. Jim Curley *Do You Remember?*
 General Assembly Sunday Worship,
 Rev. Gretchen Haley *The Deal on Those Days*
 Rev. Lyn Marshall *Bodily Autonomy and the Right of Conscience*
 Betsy Black *Got Wanderlust?*

Rev. Bevan Tulk *BRAINWASHED?*
 Rev. Lyn Marshall *The Ship of Theseus*
 Anna Gallagher *All Women Deserve Respect*
 Ellen Groh *Being of Use*
 Renee West *The Gifts of Noticing*
 Rev. Jim Curley *Did You Find Yourself?*
 Rev. Denise Tracy *The Taming of Lucy*



Contemplative Practices Group

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

The purpose of the Contemplative Practices Group is to offer congregants and friends a variety of offerings such as meditation, yoga, group meditation, study of Buddhism and other contemplative traditions.

Members

Jeanne Ann Whittington, Craig Whitson, Margaret Fletcher, Marjorie Moulton, Kim Gillis, and many others

Achievements

Our CPG community embraces the use of Zoom and hybrid meetings to strengthen our ability to grow and practice together. For example, in early 2022, we practiced virtually with a group on retreat at Gampo Abbey, a Buddhist abbey in Nova Scotia. Additionally, local folks joined for study and discussion via Zoom about the Lojong slogans every Friday for more than two months, led by group members. Once the retreat ended, the group began the "Daily Sit" by which meditators gather on Zoom every morning from 7-7:30am in silent meditation. All are welcome!



"I am reminded of the power of meditating with others each time I attend a group session at the church such as the Morning Sit or our annual silent meditation retreat in early January. We have such a devoted group of practitioners and teachers devoted to helping themselves and others engage in life with compassion, joy and openness."

— Betsy Black, participant

Earth Centered Spirituality Group

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


We serve the needs of members and others in the area who follow an earth-centered or neo-pagan spiritual path. We do this primarily through public rituals throughout the year.

Co-Leaders

Rich Tomasso and Christie Faella

Achievements

We hosted public services for every seasonal holiday (except Yule, that was canceled because of COVID cases) and participated in other church activities.

 During the height of the pandemic we switched to online services, including providing a Second Hour service. Since then we've been back to hosting outdoor services in the Grove.





"OWL has taught me so much about myself and others that I'm excited to talk about sexuality instead of feel ashamed about it!"

—A youth who shall remain anonymous



Lifespan Faith Development

Second Hour

As Covid levels dropped, it was wonderful to be able to move to hybrid offerings for Second Hour. Sermon dialogues, TED talks, book discussions, and contemplative practices gave congregants a variety of ways to explore our monthly worship themes.

Covenant Groups/Soul Matters Circle

Covenant groups and the Soul Matters Sharing Circle continued to be important ways for people to connect in small groups. Some groups continued to meet on Zoom while others began meeting outdoors, and eventually back in person or with some in person and some on Zoom.

Children's Programs

In March, a newly reconstituted Lifespan Faith Development Team worked with Michael to hold our first children's programs to meet in person since the beginning of the pandemic. It was a joy to have children back in the building.

Our Whole Lives

Karen Cox and Jeff Beland teamed up to teach the 7th-9th grade Our Whole Lives program. A group comprised of both congregants' children and community members learned about human sexuality through this award-winning program, learning about not just "body mechanics" but about relationships, consent, contraception, the wide range of sexual and gender identities, and more. They asked their facilitators hard questions via the anonymous "Question Jar" and got thoughtful, researched responses. They also had quite a bit of fun, and many of them are excited to join the Youth Group in the fall of 2022.

Youth Group

Our Youth Group came through the pandemic strong. We met outdoors when the weather permitted, and once it cooled off moved into the Sanctuary as the most Covid-safe space. Although some beloved Youth Group traditions were still on hold - the sleepovers were especially missed - the Great Cupcake Bake-Off was held again at last, and what we hope will be a new tradition of a camping trip in June were very successful. The youth put on a wonderful worship service in May, reporting on their experiences with "Stretching Out of Comfort." They did a memorable reading of a Time for All Ages favorite, "Giraffes Can't Dance" in which they demonstrated that everyone can dance when they find the right music. The group's next challenge: to welcome the OWL graduates and other newcomers to a group that became very tight-knit over the course of the past two years.



"The beauty of a Covenant Group meeting is that we submerge ourselves in a subject. We are there for a learning experience to grow in knowledge. From the beginning this was not the purpose of Covenant Groups. The purpose was to explore our life experiences within the context of the "topic" - in a sense to make ourselves vulnerable by sharing our life experience with an intimate group, as much as we could dare. We were only there in the group to get to know the others better and often to discover something of ourselves. Some of us have said, out loud, things we have never even thought about ourselves before. How extraordinary is that?"

—Longtime Covenant Group participant

Friendly Kitchen Cooks

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

We prepare and serve one dinner per month to Friendly Kitchen guests.

Cooking for us are: Kath Butcher, Dellie Champagne, Beth Corcoran, Kathy Everest, Beth Gabrielli, Pat and Manfred Hoerltoerfer, Bob Holleman, Virginia Joslyn, Carrie Keeley, Aimee Monterio, Fran Philippe, Paulette Tanguay and Kits Tunney.

Achievements

Our church has been serving dinners at the Friendly Kitchen for about 40 years, mostly on the first Wednesday of the month. We are one of 30 or more organizations doing this, and others come in to serve breakfast and lunch. We are very proud of our tenure there.



During COVID Kimm Phillips recruited some younger volunteers who were willing to step in while our older cooks stayed safe. It was greatly appreciated so that we could continue our mission at the Kitchen. By the end of the year, most of our veteran cooks were back serving.

Caring for Aging Loved Ones

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

We gather to support one another in our joys and sorrows as we care for an aging loved one, whether that person lives with us, in their own home, or in a care facility.

Members | The group is open to anyone who would like to join. Participants are from church as well as from other towns or states. Rev. Lyn Marshall provides pastoral presence.

Achievements

We gather monthly on the fourth Sunday of the month at 7 pm via Zoom. We have an opening reading from a book about caregiving, a check-in from each person, and open discussion of our joys and sorrows in our caregiving journey.



The group used to meet in person pre-COVID, but changed to Zoom during the pandemic. We have decided to stick with that format as it's more convenient for some and it has allowed those who don't live in the area to participate.

Family Promise of Greater Concord

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

Family Promise's mission is "to help families experiencing homelessness and low-income families achieve sustainable independence through a community-based response." Our church helps achieve this mission by housing homeless families for three to four weeks each year.

So many church members step up to provide meals, and serve as evening and overnight hosts. We are so thankful for their time and generosity.

Achievements

For one week each in October, December, February, and April, we housed two homeless families who were in Family Promise's Pathway Towards Independence Program. This is a rotational shelter model to house families and children who find themselves in a crisis situation, without a permanent home. Families move on a weekly basis from host site to host site. The families slept in the Kent-Thomas room (with a divider so each family had their own space). Our volunteers spent the night, provided dinner and breakfast in Fellowship Hall, played with children, and helped the families feel safe and at home. Heather Terragni coordinated this program for our church.



To help ensure the health of all, our Pandemic Policy Team set guidelines for our volunteers and for the families that exceeded Family Promise's own rules. We placed air purifiers in the rooms where families slept and ate.

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.

Stewardship Committee

We started meeting in March of 2022, to prepare for our pledge campaign. As is true every year, we had specific goals we wished to support, which this year was permanent support for the work Heidi and Robert have been doing. This has been underwritten by funds in the past two years that are not permanent. After discussing various strategies to engage congregants, we felt that a match program would be the best for this year, coming out of the pandemic with slowly building in person worship services.

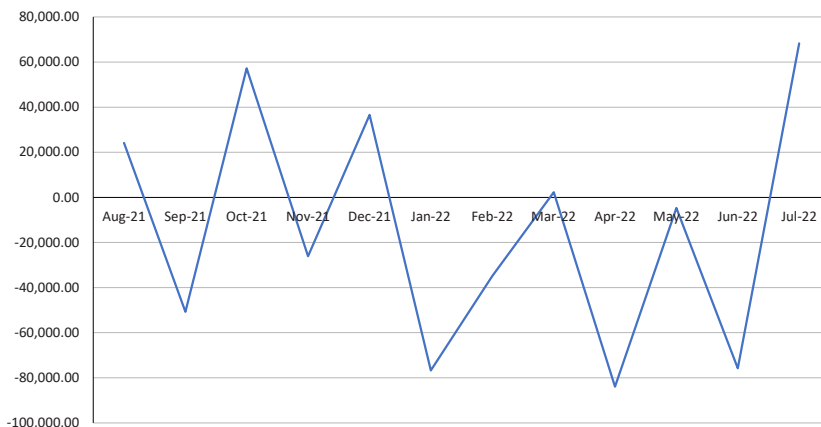
The basic goal for increased pledges was \$20,000, and we very quickly reached our goal for matching funds, \$10,000. The committee was very heartened by how quickly people stepped up to create this match. Jim Schlosser wrote the initial appeal letter that went out in Parish Notes. Next, the idea of the match was pitched at several services by BJ Entwisle, and Michael Leuchtenberger. We asked others to speak to the meaning of church in their lives, and appreciate the support of all who agreed to do this, including the Wholly Rollers after a musical interlude.

We met our pledge goals. However, as in every year there are people who for various reasons need to pledge less, and there are other monies that run out. Overall the budget was a bit short of where we would have liked. Goals for next year are to continue to find ways to demonstrate church engagement to inspire pledge increases from those who are able.

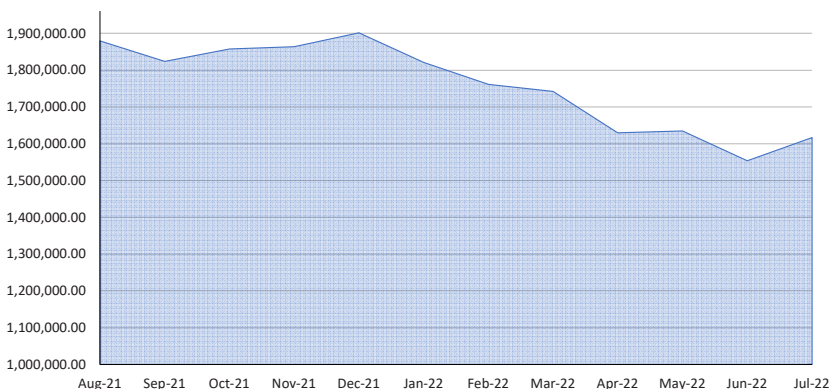
Investment Charts

The Church received two generous donations to unrestricted investments from an anonymous donor: \$50,000 in Sept. 2021 and \$25,000 in April 2022. These gifts help grow the investment funds to provide permanent support for our church into the future.

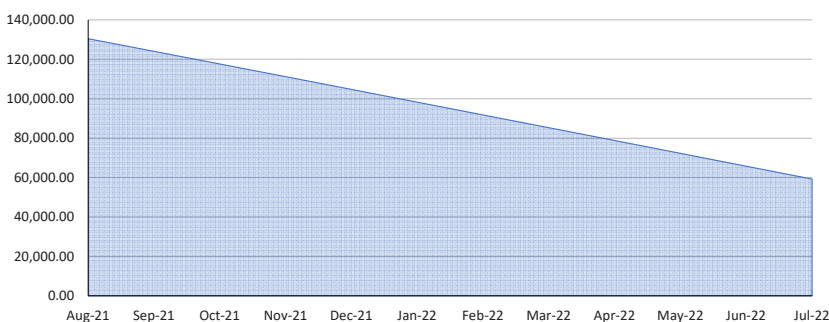
2021-22 Changes in Value of Investments



Value of Investments



Greener Bldg Loan-Ending Principal Balance





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 hard-copy through fliers, posters, and print versions of our publications. This year we reached out through more local on-line calendars (Concord Patch) and social networking (Alignable.) In-house Zoom kept many connected with over 1,100 hours and over 500 meetings, gatherings, and discussions.

Authentically telling our story on all our media channels is an important goal that we strive for. Your entries of stories, poetry, videos, and art are the spice in helping us achieve this. Part of sharing stories is being able to hear said stories so we have a set of personal amplifiers for when we gather in a room together. Be sure to grab the basket in the Parlor and try them.

Volunteer and staff leaders who help to connect you with with our church and the community this past year include:

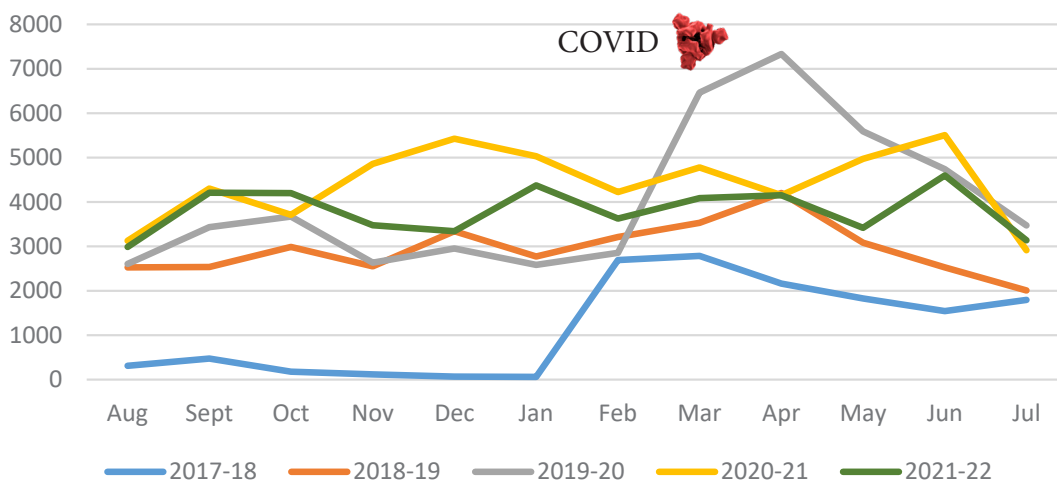
- Lorraine Ellis and Heidi Page, biweekly eBulletin assembly
- Lorraine Ellis, webmaster for many updates and technical issues
- Parish Notes copy editors: Fran Philippe, Kay Read, Debbie Farr, and Lea Smith
- Yearbook Committee (for the 2020-21 yearbook): Suzanne Rude, Renee West, Lea Smith, Heidi Page, and Fran Philippe
- All our team and project leaders contributing to all the above

Publicity Information:

- New is the use of the East Entrance bulletin board to promote events and groups happening at our church.
- Our monthly Parish Notes magazine & weekly eBulletin consistently are opened around the 50% mark, which is great.
- The UU YouTube channel now has 160 subscribers, over 7,000 views, 198 hours watched
- Facebook page visits were up 37%; increased our Followers by 75 for a total of 998 (so close to 1,000)
- Website visitors have decreased some but still stayed above pre-COVID times. *See chart below.*

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

Website Visits Per Month



**Total Visits to
concorduu.org**

2017-18	14,027
2018-19	35,273
2019-20	48,339
2020-21	52,999
2021-22	45,610



"I moved to Concord last fall. Volunteering to get area businesses to donate to the silent auction in the Spring was a great way for me to learn more about Concord. It was a win-win!"

— Betsy Kennedy, New Member

Unitarian Benevolent Association (UBA)

At a special meeting of the UBA held on October 24, 2021 (in person and via zoom due to the COVID-19 Pandemic), it was voted on to disband the organization due to declining membership over several years. The plan to disband was based on having the Unitarian Universalist Church of Concord NH accept the monies with the condition that "Benevolent" be used by the church in the fund name, as well as to continue with the purpose of the UBA which is to help women and children and homebound UUs per terms of the Silsby Trust, (which is under the direction and control of the UBA.)

Representatives of the UBA and the Attorney General's Office met to discuss how to dissolve the Silsby Trust and if it was appropriate to gift the money to the UU Church. We were advised to spend the Silsby Trust money below \$25,000. At that point, the Trust could be dissolved as long as the remaining monies were used to help homebound UUs.

Representatives of the UBA and the UU Finance Committee worked towards finding mutually satisfying conditions to accept the UBA money and the remaining money in the former Silsby Trust. Negotiations were nearly finalized by the end of FY 2021/2022. It is anticipated that the UBA and Silsby funds will be transferred to the UU Church by the end of 2022.

As of September 30, 2022, the funds were:

UBA Funds invested in Wells Fargo:	\$130,118.74
UBA checking account:	\$ 411.58
Silsby Funds:	\$ 24,953.00
Total:	\$155,483.32

Investment Committee

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

The Investment Committee oversees the careful management of the church's investment accounts. We meet annually to review goals, alignment and performance of the church's assets. This committee was formerly known as the Trust Funds Committee in bylaws, and as the Endowment Committee informally.

Achievements

By responsible management and alignment of funds with the church's mission, the Investment Committee enables the safe and secure operation of the church.

Fundraisers

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

Members | Jim Downie and Renee West - Plant & Yard Sale coordinators; Craig Whitson - St. Pauly clothing shed coordinator; Michael Leuchtenberger, Heidi Page, and Betsy Kennedy - Auction Coordinators

Achievements

The Annual Plant & Yard Sale, held in May raised \$3481.69. The event was held outdoors due to COVID. The Annual Auction was held alongside the church Spring Picnic, and raised \$8035.13. The St Pauly Textiles collection shed was installed in fall 2021 and we started receiving proceeds in December 2021. Between Dec and July we received \$589.55.



We did not have a holiday Greens sale in 2021 due to COVID, combined with a lack of leadership. It remains to be seen whether this beloved tradition will be revived someday.





"Thank you so much for your incredibly generous donation to the Kearsarge Food Hub! Your gift allows us to create access to healthy local foods throughout the year."

— Hanna Flanders, Kearsarge Food Hub Team Member

Community Plate Committee

"We work to recognize, understand, and dismantle systems of bias, oppression, and privilege within ourselves, our congregation, our community, and the larger world."

The Community Plate Committee (CPC) takes requests and makes decisions concerning plate collections for church projects, outreach offerings, non-profit organizations and other initiatives so that they align with our church's mission, are important to our congregation, and are anchored in UU Principles.

Members | Deb Bruss and Renee West. Past members: Rik Yeames and Suzanne Rude.

Achievements | The Community Plate Committee continues to collect funds for nonprofits, from local to international, which are working to make a more equitable world for people and other life on planet earth.



The Community Plate Committee continued to have Zoom meetings throughout the year, scheduling them whenever members were able to attend. Meetings also provided a way for members to stay connected on a personal level, something that we all craved since the beginning of the pandemic.



Legacy Committee

The Legacy Committee exists to remind congregants and friends that legacy gifts -- usually via a will, trust, or beneficiary designation -- are vitally important to the church's future financial security. The committee placed short "Have You Remembered Our Church in Your Estate Plan?" reminders in two issues of Parish Notes.

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 UUCC a beneficiary of your retirement fund or life insurance policy by just completing a brief form that the company will provide.

Members | Jack Wakelin and David Canfield

Downing Grant Committee

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

The Lewis Downing Trust was established by Mr. Downing to support the Unitarian churches in NH after his death. Our church receives a disbursement from the Trust each year. We are permitted to keep \$2000, and are charged to give the rest away to worthy UU ministers or churches.

Achievements

In the spring 2022 grant cycle, we awarded these grants:

- Three Intern Ministers working in New Hampshire (Jeff Beland, Dan Frye, Caro Barschow) – \$3000 each
- Rev. Bevan Tulk – \$1500
- UU Action NH – \$5504.05

Greater Concord Interfaith Council

The Council furthers diverse religious life and faithful action in the Concord area through cooperative efforts among faith communities and interfaith organizations with a focus on common worship, mutual education and community outreach.

Representatives | Rev. Suzanne Rude and Linda Williams

Achievements

Our church's representatives and members participated throughout the year in several Council activities. Our Church generously contributed to the annual CROP Walk to benefit area food pantries and beyond. Rev. Suzanne Rude provided the homily at the 2021 Thanksgiving interfaith gathering and Intern Minister Jeff Beland provided a reading. In May, representative Linda Williams was elected Council Secretary and Concord UU member Rik Yeames (who represents the United Religions Initiative) was elected President.



All events were held either virtually or outside.



Board of NH Council of Churches

New Hampshire Council of Churches

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

The New Hampshire Council of Churches promotes faith-filled witness and action, mutual respect, and understanding and unites for Prayer, Learning, Justice, Peace, and Stewardship of God's Creation.

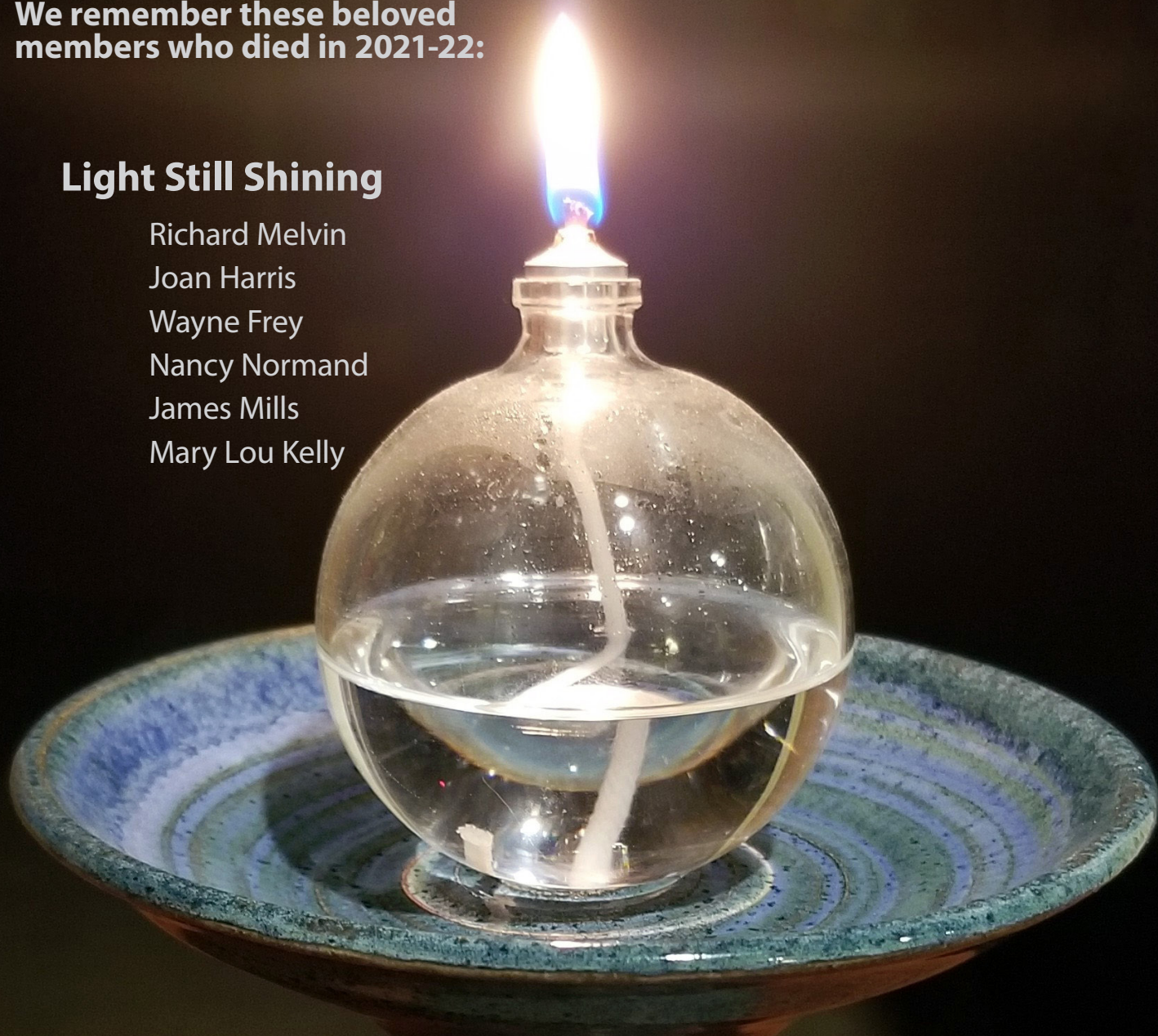
Achievements

Through our active contributions to and participation in the work of the New Hampshire Council of Churches, the UU Church of Concord actively supports ecumenical cooperation in such areas as immigrant and refugee justice, the promotion of equitable public education and climate change mitigation.

**We remember these beloved
members who died in 2021-22:**

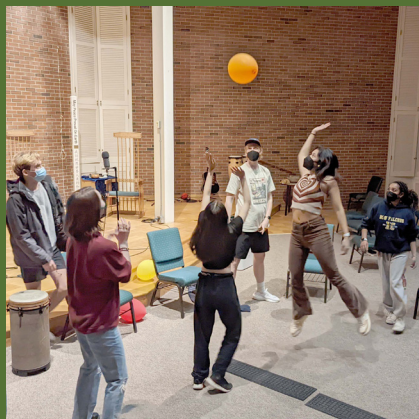
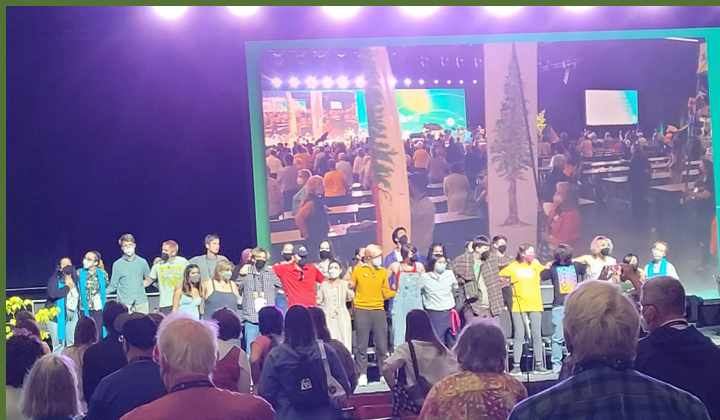
Light Still Shining

Richard Melvin
Joan Harris
Wayne Frey
Nancy Normand
James Mills
Mary Lou Kelly





Our Youth Group / Our Future



MISSION

OUR PURPOSE

Connecting in Love & Service

Growing Spiritually

Transforming Ourselves & the World

Thank you to these contributors to our 2021-22 Yearbook

Worship | Rev. Lyn Marshall
Pandemic Policy Team | BJ Entwisle
Board of Trustees | Ann Hoey, Chair
Choir | Alex Hunton, Choir Director
Fundraisers | Lea Smith, Bookkeeper
Caring Network | Renee West, Coordinator
Grounds Committee | Fran Philippe, Chair
Contemplative Practices Group | Betsy Black
Building Use | Heidi Page, Office Administrator
Investment Committee | Robert Fleischman, Chair
Friendly Kitchen Cooks | Fran Philippe, Coordinator
Communications | Heidi Page, Office Administrator
Community Plate Committee | Deborah Bruss, Chair
Caring for Aging Loved Ones | Lea Smith, Participant
Intern Minister Report | Intern Minister Jeff Beland
Internship Committee | Rev. Suzanne Rude, Co-Chair
Finance Committee | Jack Wakelin, Committee Chair
Music Committee | Vicki Wakelin, Committee Chair
Thanksgiving Family Dinners | Renee West, Co-Organizer
Operations Leadership Team | Lea Smith, Secretary for OLT
Family Promise | Lea Smith for Heather Terragni, Coordinator
Legacy Committee | David Canfield and Jack Wakelin, Co-Chairs
Unitarian Benevolent Association | Beth Corcoran, UBA President
Greater Concord Interfaith Council | Rev. Suzanne Rude, Representative
Church Staff | Lea Smith, Director of Membership and Administration
Lifespan Faith Development & Children's Programs | Rev. Lyn Marshall
Downing Trust Grant Committee | Lea Smith for Karen Mayo, Treasurer/Trustee
Earth-Centered Spirituality Group | Christie Faella, Steering Committee Member
Membership Development | Lea Smith, Director of Membership and Administration
Report on Operating Budget | Lea Smith, Director of Membership and Administration
NH Council of Churches, Rev. Suzanne Rude, UUA Representative, VP & Acting President

Special Thanks to the Yearbook Committee:

Heidi Page | Editor & Graphic Designer

Gleaner of Images | Rev. Suzanne Rude

Copy Editors | Fran Philippe and Lea Smith