

Unitarian Universalist Society: East

Member of the Clara Barton District of the Unitarian Universalist Association



Unitarian Universalist Society: East is a welcoming, open-minded, spiritual community seeking truth and meaning in its many forms. We share responsibility for building a more equitable, peaceful, and sustainable world.

Editor's Note: due to COVID-19 precautions, UUS:E has closed the Meetinghouse for all activities. Only staff members will enter the building until further notice.

Check our website and watch for email eblast notices for updates. <http://uuse.org>

Follow us on Twitter @uuseast. Check out #uuseast.
Find us on Facebook at /UUSEast.



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Annual Meeting

Proxy votes due May 17

Please scroll to the end of this document to find the Call to Annual Meeting letter, proxy vote form, and budget. Expect also a mailing and/or email and/or eBlast with links to these materials.

Sunday Services Schedule

May Ministry Theme: Thresholds

Virtual Service at 10:00 AM

Look for an eblast with a link.

In May we continue to hold one virtual service every Sunday morning at 10:00 AM. For the time-being those services will be held using Zoom, though we may migrate to a different platform in the future. For now, Zoom login and call-in information will be shared through the congregational eblast. If you are not subscribed to the congregational eblast, please send a message to e-news@uuse.org or contact Annie Gentile in the UUS:E office to arrange another method of receiving relevant information.

May 3: "Epidemics, Violence, & Healing: Women in Indigenous Communities."

Special Request: In honor of the National Day of Awareness for Missing and Murdered Native Women and Girls, everyone is invited to wear red during the virtual service and/or hang a red dress behind you in your video feed. (See the brief article about missing and murdered indigenous women and girls later in this newsletter).



This morning we welcome endawnis Spears (Diné/ Ojibwe/ Chickasaw/ Choctaw) into our virtual pulpit. Ms. Spears is the Director of Programming and Outreach at Akomaht, a majority Native American owned consultancy group and educational support service for K – 12 schools, colleges and universities, museums and cultural sites. She writes: While the epidemic of missing and murdered Indigenous women across Turtle Island becomes more visible to the Non-Native population, it is important to understand the

interrelated nature of colonialism, violence, and intergenerational trauma in Indigenous communities. In response, the sacred spaces women occupy generate healing and medicine for Native people now and into the future. Placing the contemporary experiences of Native families and communities within a cultural and historical context can help identify the ways we can disrupt systems of violence in the United States. Ms. Spears will join us for a post-service discussion in Zoom.

Coordinator: Rev. Josh Pawelek, with special help from Azucena Minaya Llanto and David Luchetti of the UUS:E social Justice / Anti-Oppression Committee.

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National Day of Awareness for Missing and Murdered Native Women and Girls and the Red Dress Project

Native American women face the highest rates of domestic and sexual violence in the United States. In response, nearly 200 tribal, national, and state organizations are calling on Congress to pass a resolution designating May 5th as the "National Day of Awareness for Missing and Murdered Native Women and Girls." The resolution was drafted in memory of Hanna Harris (Northern Cheyenne) who was murdered July, 2013. The resolution was first introduced in April 2016 on the same day that RoyLynn Rides Horse (Crow) passed away after having been beaten, burned, and left in a field to die. How can we show our support? During our virtual Sunday service on May 3rd, wear **red** in your video feed. Or hang a red dress behind you in your video feed. Then post a photo on social media with the hashtag #NationalDayofAwareness #MMNWG or #MMIW. Furthermore, UUS:E will be hanging a red dress in our sanctuary on May 3rd to show solidarity with missing and murdered Native women and girls.

For more information visit the National Indigenous Women's Resource Center at <http://www.niwrc.org/news/may-5th-national-day-awareness-missing-and-murdered-native-women-and-girls>.

Visit the Red Dress Project at <http://www.reddressproject.org/>

May 10: "Flower Communion."

Yes, we will be conducting our annual flower communion. Everyone is invited to bring a flower to virtual worship. Further instructions will be in the regular UUS:E eblast. We'll tell the story of the flower communion and reflect on why its underlying message remains critical in these challenging times.

Coordinators: Gina Campellone, Mary Bopp, Jane Osborn, Rev. Josh Pawelek

May 17: "Sustaining our 5th Principle."

The fifth UU principles is "the right of conscience and the use of the democratic process in our congregations and in society at large." Given that today is also the date of our annual meeting, Rev. Pawelek plans to reflect on how we sustain our own congregational democracy during a global pandemic. Perhaps there are some lessons for our larger society. This morning we will also conduct an online version of our annual bridging ceremony to honor our graduating seniors who are making the transition from youth to young adulthood.

Coordinators: Gina Campellone, Mary Bopp, Jane Osborn, Rev. Josh Pawelek

May 24: "Honoring People, Places and Things."

This morning we talk about the power of memory and memorial. What in our lives is so important that we must find ways to make a proper memorial?

Coordinators: Martha Larson and Kristen Dockendorff

May 31: "Exploring Our Truths."

Mary Oliver tells us we should live our lives by paying attention, being astonished, and telling about it. Emil Zola counsels us to live our lives out loud. This morning we explore truths we are discovering about ourselves and how that affects our living in uncertain times.

Coordinators: Beth Hudson-Hankins and Sheila Foran

2019 – 2020 Ministry Themes

<https://www.soulmatterssharingcircle.com/themes.html>

July	none
August	none
September	Expectation
October	Belonging
November	Attention
December	Awe
January	Integrity
February	Resilience
March	Wisdom
April	Liberation
May	Thresholds
June	Play

Music Streaming License

UUS:E maintains a bundled facilities license that permits us to play and perform copyrighted music at UUS:E events. However, with COVID-19 wreaking havoc in our lives, much of our music will be streamed online through virtual services and other virtual music events that will likely occur. In order to legally stream music we need a supplemental license that permits the streaming of music. The bundled copyright streaming license that we purchased covers performances of over 25 million songs from the combined catalogs of ASCAP, BMI and SESAC. The WORSHIPcast License allows us to webcast our performances of the vast majority of copyrighted music. These webcasts can be live or on-demand. Webcasting is not limited to worship services and also covers concerts and studio recordings of UUS:E. Note that it does not cover streaming rights for any pre-recorded music, including sound recordings, artist recordings, accompaniment tracks, multitracks or stems. It also does not cover downloading of music or any music posted to any third party website. Webcasting of master recordings or accompaniment tracks requires additional licensing. This license is for performances only and does not cover duplication of copyrighted materials.

UUS:E will be required to keep a log and report performances so that songwriters are properly compensated for use of their songs. This report is required because the CCS' license to us is through a partnership with ASCAP, BMI and SESAC and CCS distributes royalties to their writers. Therefore, we must maintain a log of any song titles and their authors included in content on their licensed website or websites.

Community Outreach Ministry

Charitable Giving for May 2020

As always, thank you for your generosity.

“We do not gather our gifts only for ourselves, but to share with the larger community.”

Continuing our practice of sharing our gifts with the community beyond our walls, fifty percent of our Sunday plate collections for the month of May will go to the **Connecticut Relief Fund for Vulnerable Workers and Families**.



The National Domestic Workers Alliance has established a fund to support domestic workers across the country. The Brazilian Workers Center, based in Bridgeport, is managing the CT portion of the fund called the **Connecticut Relief Fund for Vulnerable Workers and Families**. For the first two Sundays in May, we will be taking our community outreach offering for this fund. For homecare workers, nannies, and house cleaners—the vast majority of whom are immigrant women of color, the threat from the coronavirus is especially severe. Many domestic workers already lack access to health insurance, paid time off, and long-term job security. Due to their exclusion from federal and many state labor statutes, they lack safety net protections that most workers take for granted. In the midst of the pandemic many have lost work, and many others are working but lack access to proper protective gear. The money we donate to the Brazilian Workers Center fund provides direct and immediate financial support to domestic workers throughout Connecticut who have been impacted negatively either by the shut-down order or by exposure to COVID-19 or both. Thank you for your generosity.

Please contact Louisa Graver at lgraver163@gmail.com, David Lacoss, or Nancy Madar at nancymadar@hotmail.com.

Checks made out to UUS:E will be treated as follows: If the memo line:

- ✓ is blank or “pledge” is written, all will go toward your pledge.
- ✓ has “COM” or the name of the charity is on the memo line, all will go to the charity.
- ✓ has “1/2 pledge, 1/2 COM,” it will be divided equally.

2019 – 2020 COM Recipients

July	Three area food banks (Manchester, Vernon, East Hartford)
August	Kado Pet Foundation and STRIVE
September	KIDSAFE CT
October	Free at Last Players
November	Manchester Senior, Adult and Family Services
December	Three area shelters McKinney Men’s Shelter (Hartford), East Hartford Community Shelter, Cornerstone Shelter (Rockville)
January	Moral Monday CT and Black Lives of Unitarian Universalism (BLUU)
February	Operation Fuel
March	Rebuilding Together (Manchester) and Communitas
April	CT Alliance to End Sexual Violence and Covenant to Care for Children
May	Connecticut Relief Fund for Vulnerable Workers and Families
June	Mary’s Place and True Colors

The Minister's Column: Hallelujah!

Dear Ones:

I hope and trust you are well. I write these words as we begin approaching the end of April. The COVID-19 infection curve in Connecticut appears to be flattening at this time, though the data isn't consistent enough for us to know for sure. I am hopeful that by the time you read this we'll have slightly greater clarity. And I am hopeful that as we enter more fully into May, we'll start to hear reasonable, scientifically-based predictions of when we might safely open our meeting house to more regular activity.

Having said this, please know I don't expect we will be able to resume regular activity in the very near future. Some statistical models suggest July as an earliest possible time. Others suggest much, much later. There are still so many unknowns. Even when we finally are able to return, we will likely do it in phases. Only small meetings at first, always with social distancing. Safety will be our highest priority. Can we return safely? What is our definition of safety? How will we measure safety? These will be our questions. Even though return is likely still many months away, the UUS:E Policy Board will begin discussing return scenarios at its May meeting. We want to be ready when the time comes.

For now, we continue in lockdown. We continue with social distancing. We continue trying to figure out how to be of service to those who are struggling. We continue trying to figure out how to live in this strange, isolating reality. In my pastoral conversations with many of you, and in my small group meetings and virtual office hours, I often ask the question, What are you looking forward to? Some of you respond that you are looking forward to online gatherings with family and friends, favorite TV shows, going outside for a hike, moments of creativity. Some of you respond with "I'm looking forward to going back to UUS:E!" Understandably, some of you have trouble answering the question. Especially now that we're two months into the lockdown and the days and weeks are starting to blur together, it's sometimes hard to know what we're looking forward to.

There's another question I am starting to ask, which is a more difficult question to answer. What are you grieving? I started asking this question when I recognized that my oldest son turned 18 in April. That fact alone is hard to believe. But turning 18 feels like such a milestone. It signifies a transition to adulthood. There should be some public right-of-passage. High school graduation? Well, he'll graduate, but it won't be the quintessential high school graduation. There won't be a public celebration. There won't be a big party. I realized I am grieving the loss of this moment in his life. I was looking forward to it. As his parent, it's my achievement too. It's my time to feel pride. I've lost that.

I'm sure you've lost something to COVID-19 too. Or perhaps you've lost someone to COVID-19. What is the content of your grief?

It's important to ask what we're looking forward to. Answering that question keeps us hopeful. But I don't want to underestimate the loss we are also experiencing. We know it is good and right to grieve when we experience loss. We know it is spiritually healthy to feel the loss to its fullest, to let it live in us so that we can learn to live with it. So I ask you these questions as well: What have you lost?

As always, I am available to talk further with you about this. I welcome your calls or emails. And I also encourage you to talk to each other. Naming our losses is part of the healing. And, ultimately, it will be part of our return to our beloved meeting house on West Vernon St. in Manchester.

With much love and care,

—Rev. Josh



The Policy Board Column

Stories from our UUS:E Staff

Gina Campellone

I know that I, personally, am feeling absolutely inundated by information coming from virtually every organization and institution imaginable. Every time I open my email box I can count on finding new messages from the school district, the town, the neighborhood wellness group, my bank, my doctor's office, the grocery store, area restaurants, and every online company with whom I've ever done business. It's well intentioned, but it's A LOT. As Director of Religious Education my main goal is to minister to children and families, to help provide them with the support they need in order to thrive spiritually. What that support looks like now is very different than pre-global pandemic. Normally my role is bringing children and families together to learn about our seven principles, explore the sources of our faith, and to establish and strengthen UU identity formation. This is accomplished in community, and relies heavily on content. That is, we use carefully selected curricula, including stories, lessons, games, crafts, and other activities. Most of the time this works. But this is not "most of the time". This is, in fact, a very strange, unprecedented time, and I believe the best way for me to support the children and families of our congregation at this time is to not overwhelm them with more "content". What people need most now is connection, opportunities to be seen and heard, reminders that they are not alone. For this reason, while I am reaching out to families regularly, I am intentionally not overwhelming them with resources or suggesting they attempt to re-create a Religious Education program at home. Right now the value of connection far outweighs that of following a formal curriculum.

My outreach thus far has included:

- handwritten notes to each child, sent via USPS, with puzzles, UU stickers, and a message of hope
- a Weekly Wednesday email with a few carefully chosen links to activities and resources
- a Weekly Saturday email with a suggested song, chalice lighting, or story to use if a family wishes to create their own in house worship service
- a Wednesday afternoon Zoom Chats for kids in grades 5 & under
- a Wednesday afternoon Zoom chat for kids in grades 6-8
- an occasional "challenge activity", such as go on a scavenger hunt around your house and count all of the UU items or symbols you can find
- a "Time With Gina" segment during Sunday's virtual worship services, in which I share a story and offer a reflection
- and of course ongoing one on one conversations between myself and parents via email or phone, as needed

I'm also spending lots of time in virtual meetings with colleagues, LREDA*, and UUA leadership as we all brainstorm ideas, share our knowledge and experiences, and help determine best practice, which these days seems to change almost as quickly as it is established!

*Liberal Religious Educators Association

The Policy Board Column

Stories from our UUS:E Staff, continued

Mary Bopp

In February the theme for our services was resilience and by the middle of March we were all put to the test! I know that my life has been topsy-turvy.

I am so grateful to the UUS:E community and my fellow staff members. We are truly fortunate to have each other. It's counterintuitive but it almost seems like this time of isolation has made me feel closer than ever to this congregation. Maybe the enforced distance has made me value it more and realize what I was taking for granted.

It's been a steep learning curve for me. If you had said "zoom" to me a couple of weeks ago I would have said "what?". Now in both my work and personal life I'm "zooming" all the time! It was so difficult and sad for me to tell my Holiday Choir "No more rehearsals-no Easter music service".

Nevertheless I'm working to make sure that our musical community at UUS:E stays strong and continues to inspire us by:

- Creating a weekly virtual concert series called "Musical Oasis" featuring my own improvisations and favorite musical guests familiar to us at UUS:E.
- Including homemade video recordings from our familiar UUS:E musicians and friends in the virtual Sunday service.
- Working with Dan Thompson to create virtual musical ensembles. (thanks, Dan!). This is a work in progress but I'm hoping to see some instrumental and vocal ensembles. Maybe even a virtual choir on Easter!

Moving forward, I'm continuing to explore other possibilities. As this situation continues, I see more and more ideas to stay connected.

I am truly fortunate to be part of UUS:E. Thanks to you all.

Annie Gentile

I think when you work somewhere a long time, a lot of what you do is on auto-pilot.

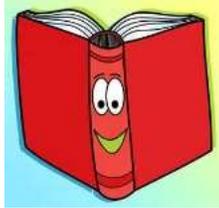
While I don't want to sugarcoat the situation, I find it has taught all of us to learn new things and be more adaptable—from learning how to use Zoom technology to hold services and participate in meetings remotely, or setting up a "donate" button option on our website so that people can make donations to the church from home. This new method of payment then required setting up a separate "deposit" report.

The coronavirus fell in the middle of the banking transition from United Bank to People's Bank, but we got things done on our end. It fell in the middle of our ongoing annual appeal, but we are adapting to the challenge.

There are so many people here at UUS:E who have helped us adapt to our changing world—Josh, Jane, Gina, Mary, Heather, Randy, and Carol Marion to name just a few. I'm grateful to all of you!

Books, Classes and Discussions

Please note that April gatherings are suspended.
Some may move online.



Book Lovers

Book Lovers continues to meet on the second Tuesday from 3:30 till 5:00, but while the building is closed, we'll meet virtually via Zoom. Martha will send the Zoom contact information the day before the meeting. If you aren't on the email list, contact her. Everyone is welcome, even if you haven't finished the book.

- May 12: **The Paragon Hotel**, Lindsay Faye
- June 9: **Where the Crawdads Sing**, Delia Owens

For information: marlar@wordshard.com

Yoga News

Yoga during the Coronavirus

Due to the coronavirus, yoga classes will be temporarily canceled. Susan's session, March 11 – April 29, 11 AM – 12 noon, met March 11. When classes resume, seven classes remain in that session.

Jessica DeCarli's last session should have ended March 16. Due to the virus, that March 16 class was canceled. When classes resume, students will have one remaining class from that session.

Jessica is teaching an on-line yoga class.

Interested students may contact her at

jess.decarli@gmail.com

You can contact and direct questions to:

- Jessica at jess.decarli@gmail.com,
- Susan at SBarlow627@aol.com, or
- Annie Annie at the church office, 860-646-5151

To read about their classes, visit [UUSE.org](http://uuse.org).

<http://uuse.org/religious-ed/adult/yoga-classes>

Sanctuary Team Request

The Sanctuary Team wishes to acknowledge that this is a time of hardship for many people. The more we learn, the more we know that COVID 19 strikes all age groups, with the more severe symptoms usually, but not always, occurring in the elderly. With ongoing support from the Sanctuary fund, and a part time job at Wendy's, Rocky is currently doing okay financially, but who knows what will happen in these uncertain times. He is also continuing to apply for other jobs, along with all of the people who have been laid off, so this is a hard time to be looking. The Sanctuary Fund does not have enough money to maintain this level of support through the end of October when his lease runs out and when he knows he will need to financially support himself. Therefore, we are again asking for donations to the Sanctuary Fund. If October arrives and there is extra money in the fund, we will donate it to an organization that works with asylees, refugees, or immigrants. Thank you for your continued support. Rocky is sincerely appreciative as well.

By check, please write "Sanctuary" in the memo line and send check to:

UUS:E

153 Vernon St. West

Manchester, CT 06040

By credit card or PayPal, go to our GoFundMe Account

<http://www.gofundme.com/help-a-sanctuary-family-in-crisis>

Call for Delegates

Are you planning on attending the UUA Virtual General Assembly on June 24-28 and interested in serving as a delegate for UUS:E? A delegate needs to commit to participating in all plenary sessions (approximately 15 hours between the Wednesday and Sunday sessions). More information can be found at: [Delegate Information for General Assembly](#)

Let's UU the Vote!

Anxious about the upcoming election? Eager to make a difference? Have some extra time? Let's **UU the Vote** at UUS: E!



UU the Vote, as you may already know, is the Unitarian Universalist Association's nonpartisan faith initiative to engage people, educate communities, and mobilize voters to express and protect our fundamental Unitarian Universalist values in the upcoming decisive election. The UUA is supporting congregations working for electoral justice at the local, state and national levels with suggestions about ways to act alone or with partner organizations. For more information, check out the spring edition of the **UU World** magazine or visit uuthevote.org on line.

The UUS: E Social Justice / Anti-Oppression Committee recommends that UUS:E members and friends work with the nonpartisan organization **Vote Forward** (votefwd.org). Vote Forward is one UU the Vote's endorsed partners. Vote Forward will guide us in sending letters to registered voters who historically skip elections. The lists are nonpartisan and include people of all parties and leanings in swing states. Each letter contains standard verbiage encouraging the recipient to vote. The letter begins with, "I'm writing to you today to urge you to vote and to share my story with you. I vote in every election because..." followed by enough space for three or four sentences. Reasons can include issues such as health care or a sense of obligation to vote. However, one shouldn't mention any candidates or parties by name. The goal is to increase voter turnout, nurture democracy, and elect leaders who will represent the interests of all segments of society. The letters will be mailed in late October when they will be most effective.

Before COVID-19 turned the world upside down, our plans focused on letter writing parties at church. Now we're encouraging people to write letters at home. Volunteers will be instructed on how to access lists of voters on the Vote Forward website and complete the letters.

This effort is volunteer funded. And of course, each letter will need an envelope and a stamp. If you can provide envelopes and stamps, great! But if you can't, that's fine too. We know some people will be able to write letters but not provide envelopes and/or stamps. Others might not have the time to write but can contribute to cover the cost of stamps. Together we'll work out the details so all the letters get addressed, stamped, and mailed at the appropriate time.

How to help? We'll need people to write letters, people to donate stamps and envelopes, people to help organize the effort.

Interested? We'll be holding online information sessions on Thursday, May 21 at 2:30 and 7:00 PM. Contact the UUS:E office at 860-646-5151, or watch the weekly eblast for login information.

Green Sanctuary News

While we humans are still mostly staying home and inside, nature is definitely not pausing for the virus. Nature is blooming all over, meadows and fields and woodlands are greening up and full of life. Birds are singing their hearts out and busy with nesting and expecting, The air is clearer than it has been for years. We humans have stopped pumping excessive amounts of CO₂ and other greenhouse gases into the sky! All our planned Earth Day protests and strikes could not have done what this tiny invisible virus got millions of people to do. But it is only a brief pause. When we get back to a more normal way of life it will all get loaded up again with human-caused waste filling the air and waters. **So be ready to work for the changes we need to happen!** In the meantime stay safe and well, and support those who need help and those who are out there trying to keep us safe and alive and free of the virus.

But for now, trees are leafing out, gardens are popping up, gardeners are out planting and weeding, Members of the Sustainable Living committee put together our Earth Day service for Sunday, April 19, and right after the service 5 of us joined together with masks and gloves and tools to clean up, prepare and plant the beds at the UUS:E Peas and Love garden.

Have you checked out our UUS:E Library of Things yet—at the UUS:E website under the Sustainability Tab?? There you will find all kinds of items to borrow: yard and garden tools galore, wood tools, car tools, and lots of kitchen and dining items as well, even some toys and artsy, crafty materials. Maybe this list will make you think of things you can offer. Join the group or just use the forms there to borrow any item. No need for everyone to buy everything. Let's lend and borrow and learn from each other!



Due to social distancing our usual spring cleanup will not happen in a large group, but anyone can help with the tasks that are needed by contacting our sexton, Jane Osborn, who will have the list of what is needed, and you can go at a time you choose to help out.

Dear Unitarian Society East Voting Members: ([link to official letterhead version](#))

I hope this letter finds you and your family healthy and safe in these uncertain times. Please remember that if you need anything during the coronavirus pandemic, you can contact UUS:E and ask for assistance.

This letter also serves as a call to our annual meeting. Given the pandemic and the Executive Orders issued by the Governor limiting our options to gather, the Policy Board has decided to conduct a condensed meeting to be accomplished over email and mail. Our Constitution requires an annual meeting before June 1st of every year and Connecticut Statutes require us to abide by our Constitution. Therefore we ask that you complete the attached voting proxy form, giving our Secretary, Larry Lunden authority to vote for you and direction on how to do so. We are including only two matters for vote in the condensed annual meeting and plan on holding another congregational meeting to supplement this condensed process at some point later in the year, when the travel and gathering restrictions have been lifted and it is safe to do so. Please remember that we need a quorum of our voting membership, which is fifteen percent (15%), in order to conduct this important business. So we are looking to you for assistance in completing your voting proxy form and returning it to UUS:E no later than **May 17, 2020**.

You can find the provisional budget for fiscal 2021 that the finance committee has prepared and the board has approved at our UUS:E website. You will see that the budget closely mirrors the budget for the current year for expenditures and does not include any significant new spending. We are able to plan to try to maintain our budget due to your generous giving during our recent Annual Appeal and to all of the hard work put into the appeal by our Stewardship Committee and Stewards. A heart-felt thank you goes out to everyone who worked on the appeal and contributed during this difficult year. The Annual Appeal is truly the cornerstone of our fiscal foundation. The budget also appropriately discounts our planned operating revenue to account for the current limited operations due to COVID-19. The Board believes that it is a responsible and realistic budget given the constraints we are facing at this time. We also acknowledge that we need to pass an operational budget moving forward so that we can continue to function, especially in support of our employees, moving into the new fiscal year.

You will also note that, at this time, the budget does not include funding for a membership coordinator position. This was a difficult decision, but given the uncertainty created by the pandemic, the board thought it best. We know that we haven't seen all of the adverse impacts of the coronavirus play out yet and we are sensitive to the uncertainties of the future. While we are hoping for the best, we feel it better to plan for the "less than best" at this time, and try to ensure that we are not stretching our precious Society resources too thin. Please know that this is not a decision to move on from a membership coordinator, but simply a decision to take a strategic pause as we attempt to navigate, as a community, through COVID-19.

The other matter required for vote by our Constitution is the election of officers, members-at-large and chairpersons to the Policy Board and Program Council. You can also find a slate of candidates to fill any open positions for the new fiscal year at our website. You will also see the positions where we do not have any volunteers stepping up to run. Please review these open slots carefully and let us know if you are interested in any of them. While the Annual Appeal is part of the fiscal foundation of our community, our volunteers are the life-blood of who we are and what we do as Unitarian Universalists. So if you'd like to get more involved, please let our Nominating and Leadership Committee know by contacting Annie at uuseoffice@uuse.org or 860-646-5151.

You should also know that we had hoped to discuss and formally vote on becoming a member of the Greater Hartford Interfaith Action Alliance (GHIAA). GHIAA is a faith-based, community action organizing body launched in 2019. GHIAA's purpose is to identify specific social justice issues and seek lasting change by launching actionable community based campaigns. GHIAA has current campaigns relating to issues in education, gun violence, healthcare, housing and criminal justice reform. UUS:E has been part of the organizing and building process of GHIAA from the start and we feel that it is time to have a discussion on formally joining as a member organization. We don't feel, however, that this type of initiative is appropriate for an email/mail annual meeting so we plan on delaying until we can meet in person and engage more meaningfully at a later time. More information on GHIAA can be found at: <http://cljct.org/ghiaa/>.

We have set up a special email for your proxy voting forms. Please complete and send it to: UUSE5.17.20@gmail.com. In lieu of filling out the form, you may copy and paste the language into an email and send it to this email address. We'd also like to try and answer any questions you might have about the budget, slate of candidates or anything else related to the condensed annual meeting. You may send your questions in to the same email address or mail them to UUS:E and we will respond. We also plan on posting any questions/answers submitted to us on the UUS:E website. **Please Remember:** The deadline for returning your proxy voting form is 1 pm EDT on **May 17th, 2020**. This was the original time our meeting was scheduled for before the pandemic upended our community.

Thank you for your patience and understanding as we try to accomplish the routine but necessary business of our beloved community. We appreciate all of the love and support we have seen during this crisis and are grateful that you are part of the UUS:E.

/Signed/

Robert Stolzman
UUS:E President

/Signed/

Kevin Holian-Borgnis,
UUS:E Vice President

/Signed/

Rev. Josh Pawelek
UUS:E Minister

[Link to plain text version for easier copying](#)



Unitarian Universalist Society: East
153 West Vernon Street
Manchester, CT 06042

Proxy Voting Designation Form

I, _____, hereby designate UUS:E Clerk, Larry Lunden, (or designee)
(print name of proxy voter*)

to vote as my proxy at the UUS:E congregational meeting scheduled for Sunday, May 17, 2020 or
adjournments thereafter.

Signature: _____ Date: _____
(signature of voting member)

* Proxy voter must be a member of UUS:E

INSTRUCTIONS TO PROXY (select one for each voting topic)

Topic 1: Approve or Disapprove or Abstain
Topic 2: Approve or Disapprove or Abstain
Topic 3: Approve or Disapprove or Abstain

Unitarian Universalist Society: East (UUS:E) Annual Meeting, May 17, 2020
Voting Topics

Voting Topic 1: Approval of Fiscal Year 2021 Provisional Budget
Sponsor: The Finance Committee

Whereas the Budget Committee proposed the referenced Provisional Budget to be voted on and agreed to by the Congregation of UUS:E; and

Whereas the UUS:E Policy Board reviewed and approved the proposed Provisional Budget.

Therefore, it is settled, on this 17th day of May 2020, that the Unitarian Universalist Society: East approved the Fiscal Year 2021 Budget as proposed.

Voting Topic 2: Election of Officers, Members-at-Large and Chairpersons of the Policy Board and Program Council
Sponsor: The Nominating and Leadership Development Committee (NLDC)

Whereas the NLDC Committee proposed the referenced slate of Candidates to be voted on and agreed to by the Congregation of UUS:E; and

Whereas the UUS:E Policy Board reviewed and approved the proposed slate of candidates.

Therefore, it is settled, on this 17th day of May 2020, that the Unitarian Universalist Society: East approved the Fiscal Year 2021 slate of candidates and elected these volunteers as proposed.

Voting Topic 3: Election of Officers, Members-at-Large and Chairpersons of the Policy Board and Program Council nominated from the Floor
Sponsor: The Nominating and Leadership Development Committee (NLDC)

Whereas the NLDC Committee proposed the referenced slate of Candidates to be voted on and agreed to by the Congregation of UUS:E; and

Whereas the UUS:E Policy Board reviewed and approved the proposed slate of candidates; and

Whereas the Society may receive nominations from the floor, by email or mail, during the Annual Meeting Process,

Therefore, it is settled, on this 17th day of May 2020, that the Unitarian Universalist Society: East approved the Fiscal Year 2021 slate of candidates, including nominations from the floor, and elected these volunteers as proposed.

Slate of Officers for 2020-2021

Continuing

President - Rob Stolzman
Member at Large 2 yr. Position - Monica van Beusekom
Communications Chair - Anne Carr
Denominational Affairs - Bill Graver
Music - Peggy Webbe
Religious Education - Tammy Stolzman
Adult Religious Education - Lorry King
Stewardship Chair - Adam Bender
Social Justice co-chair – Jim Adams
Social Justice co-chair – Azucena Minaya Llantoy
Sunday Services co-chair - Marsha Howland
Sustainable Living co-chair - Mary Lawrence
Pastoral Friends – Rotating Chair
NLDC - Rhona Cohen

To be elected

Vice President, 2 year position - Kevin Holian-Borgnis
Personnel Committee Chair – 2 year position - Vivian Carlson
Treasurer and Chair of Finance, 2 year position - Randy Kurker-Stewart
Policy Board Clerk, 2 year – Jean Mamonas
Building and Grounds 2 year position – Deb Gould
Member at Large 1 yr. Position – Peg Darrah
Member-at-Large, 2-yr position - David Luchetti
Program Council Clerk, 2 year position - Nancy Thompson
Sunday Services co-chair, 2 year position - Martha Larson
Membership co-chair, 2 year position - Sylvia Ounpuu
Membership co-chair 1 year position - Carolyn Gimbrone
NLDC Member - Stan McMillen
NLDC Member - Peter Marotto
NLDC Member - Lynn Dove
NLDC Member - Kate Kimmerle
NLDC Member - Beth Hudson-Hankins
NLDC Member - Cressy Goodwin

Unfilled

Sustainable living co-chair

2020-2021 Budget Highlights



What's Changed

1. Overall income is decreased 3.68%; pledges & Sunday collections are down 3.18%. In these uncertain times thank you all for your commitment and generosity.
2. Most budget categories are flat or reduced from last year. Staff compensation is flat except for Health Insurance costs which are estimated to increase 10% over FY20 projected costs.
3. 0% COLA for Staff.
4. Building costs are up \$5,056 due increased costs in insurance as well as elevator testing and HVAC maintenance service contracts.
5. Budgets for programming have decreased by \$9,150 primarily due to ending the 50th Anniversary and Growth Strategy Team programs.
6. Affirmation will be offered in this budget year.
7. Budget deficit of \$21,563 will need to be covered by withdrawals from Endowment Fund, which may be somewhat offset by increased fundraising and/or reduced spending

2020-2021 Budget Details: Income



UUS:E Operating Income & Expenses	FY 18 2017-2018 ACTUAL	FY 19 2018-2019 ACTUAL	FY 20 2019-2020 BUDGET	FY 21 2020-2021 PROPOSED BUDGET
INCOME				
Building rental	2,560	3,242	2,500	1,500
Yoga Income			3,150	1,800
Sunday Services Cash	21,888	20,666	22,000	18,000
Fund Raisers				
Auction	12,020	11,694	8,500	9,500
Concerts	1,394	1,428	2,000	2,600
Fair	14,283	14,973	15,000	16,000
Stop & Shop Cards	620	992	1,000	1,000
Equal Exchange Coffee Sales	496	357	500	500
FY18 Art & Plant Sales	2,536	365	0	0
Less Credit Card Fees	0	0	0	(600)
Total Fund Raisers	31,349	29,809	27,000	29,000
Interest/Dividends	741	772	900	600
Miscellaneous Income	3,210	2,800	3,258	2,000
Pledges Current Year	420,412	434,758	444,000	434,167
Pledges Prior Year	9,898	6,193	6,800	5,600
Transfer from Undesignated Gifts	3,000	6,147	5,000	3,000
TOTAL INCOME	493,058	504,387	514,608	495,667

2020-2021 Budget Details

Human Resources



UUS:E Operating Income & Expenses	FY 18 2017-2018 ACTUAL	FY 19 2018-2019 ACTUAL	FY 20 2019-2020 BUDGET*	FY 21 2020-2021 PROPOSED BUDGET
EXPENSE				
Staff Salaries	259,575	273,161	297,868	276,679
Staff Professional Expenses	9,194	9,440	10,750	8,500
Healthcare and Group Insurance	33,051	36,763	39,500	40,150
Pensions	25,464	25,980	28,399	25,980
Social Security/Medicare Expense	12,550	13,065	15,909	14,000
Workers Comp Insurance	3,454	3,362	3,463	3,498
27 Payroll Reserve (FY23)				0
	343,288	361,771	395,889	368,807
*includes Membership Coordinator position @ \$21,189 and Prof Expense @ \$250				

2020-2021 Budget Details: Administrative



UUS:E Operating Income & Expenses	FY 18 2017-2018 ACTUAL	FY 19 2018- 2019 ACTUAL	FY 20 2019- 2020 BUDGET	FY 21 2020- 2021 PROPOSED BUDGET
Communications/PR	142	446	350	350
Finance/Treasurer	1,783	1,362	1,500	750
Office Supplies, incl. copier	2,115	2,046	2,150	2,050
Officers' Expenses	112	206	250	100
Payroll Services	723	790	790	820
Personnel	0	284	100	100
Postage	1,095	1,596	1,300	1,600
Technology Hdwr/Sftwr (incl. website)	5,306	8,242	7,600	7,600
Telephone	2,002	2,082	2,400	2,200
UUA & District Dues	23,780	24,388	24,990	25,742
	37,058	41,442	41,430	41,312

2020-2021 Budget Details: Buildings and Grounds



UUS:E Operating Income & Expenses	FY 18 2017-2018 ACTUAL	FY 19 2018-2019 ACTUAL	FY 20 2019-2020 BUDGET	FY 21 2020-2021 PROPOSED BUDGET
Aesthetics	309	474	300	300
Building Maintenance (incl. Cleaning Service, AED, Furn/Equip)	3,264	3,265	3,500	3,500
Ecological Landscape Team	476	83	230	100
Electricity	6,063	7,522	7,325	7,000
Elevator Inspection/Maintenance	3,392	4,387	4,235	6,260
Fire Alarm Monitoring/Maintenance	2,809	2,846	2,860	2,950
HVAC Maintenance	632	0	500	2,700
Insurance (Property & Liability)	5,433	5,650	5,999	6,780
Grounds Maintenance (combines Landscape and leaf/rubbish/snow removal)	14,439	9,230	10,450	9,965
Mortgage	45,283	39,365	37,056	37,056
Safety		2,065	1,000	1,500
Sexton Ordered Supplies	730	1,053	900	1,250
Water Testing	344	356	350	400
Project Reserve Payback	2,243	0	0	-
	85,417	76,296	74,705	79,761

2020-2021 Budget Details: Programs



UUS:E Operating Income & Expenses	FY 18 2017-2018 ACTUAL	FY 19 2018-2019 ACTUAL	FY 20 2019-2020 BUDGET	FY 21 2020-2021 PROPOSED BUDGET
Adult RE Committee	(137)	625	1,500	1,000
Yoga Expense			2,400	1,200
Growth Strategy Team	612	2,737	1,500	0
Membership Comm/Hospitality	244	884	1,000	750
Music Services	2,500	3,000	3,000	3,100
Nominating and Leadership Development Committee	1,825	1,775	1,600	600
Pastoral Friends	110	100	100	0
Social Justice/Gtr Htfd Interfaith Alliance	457	500	400	400
Stewardship	1,290	1,472	1,700	1,500
Sunday Collection Outreach	14,567	12,018	11,000	10,500
Sunday Services	1,650	1,392	1,200	1,000
Sustainable Living /Green Sanctuary	300	200	300	0
50th Anniversary Celebration		2,463	3,500	0
	23,418	27,166	29,200	20,050

2020-2021 Budget Details: Religious Education; Funding



UUS:E Operating Income & Expenses	FY 18 2017-2018 ACTUAL	FY 19 2018-2019 ACTUAL	FY 20 2019-2020 BUDGET	FY 21 2020-2021 PROPOSED BUDGET
Youth Advisory Committee	2,926	1,889	1,500	1,000
Affirmation		2,284	2,200	2,200
Child Care	1,500	500	500	500
Curriculum	605	557	500	500
Events	0	193	100	100
Nursery Room Care Provider	0	500	500	500
Supplies	1,618	1,298	1,500	1,500
Training & Support	478	400	500	500
Volunteer Recognition	482	680	300	500
	7,609	8,301	7,600	7,300
	496,790	514,976	548,824	517,230
	(\$3,732)	(\$10,589)	(\$34,216)	(\$21,563)
EXTRAORDINARY INCOME & EXPENSE				
Transfer from Mortgage Reserve		\$ 5,089	\$ 23,716	
Transfer from Endowment fund		\$ -	\$ 5,000	\$ 10,000
Transfer from Ministerial Intern Reserve		\$ 5,500	\$ 5,500	\$ -
NET INCOME OR (LOSS)	(3,732)	0	0	(11,563)

What does this mean for reserves?



Description	Project Money Available*	Capital Reserve	Mortgage Reserve**	Technology Reserve	Other (Min. Intern, Undes. Gifts)	Building Reserve	Retained Earnings	Total Reserves	Endowment***
FY10-11 Beginning Balance		367	11,266				51,830	51,830	
Balances as of 6/30/2010	43,829	367	52,708	0		7,596	50,828	58,424	
Balances as of 6/30/2011	43,829	7,963	52,708	0			51,822	156,322	89,947
Balances as of 6/30/2012	43,387	2,545	51,193	2,020			44,109	143,253	94,569
Balances as of 6/30/2013	26,646	6,892	40,058	2,020			44,118	119,733	108,743
Balances as of 6/30/2014	25,887	6,892	31,236	2,020		0	42,092	108,127	125,816
Balances as of 6/30/2015	27,387	4,656	30,805	2,020		0	41,636	106,505	131,425
Balances as of 6/30/2016	30,387	1,361	30,805	2,020	24,488	0	41,743	130,803	125,378
Balances as of 6/30/2017	42,509	2,961	30,805	2,020	21,000	0	42,382	141,667	142,145
Balances as of 6/30/2018	43,829	3,863	30,805	2,020	12,000	0	38,652	131,169	162,260
Endowment Fund Deposits									11,590
Endowment Income									10,214
Min Intern Transfer to Revenue					(5,500)			(5,500)	
Undesignated Gifts					4,000			4,000	
Transfer of undesignated Gifts to Revenue					(5,000)			(5,000)	
Refinish Floors		(1,513)						(1,513)	
Year-end Profit/Loss Results			(5,089)					(5,089)	
Balances as of 6/30/2019	43,829	2,350	25,716	2,020	5,500	0	38,652	118,067	184,064
Endowment Fund Deposits									64,670
Endowment Income									(22,906)
Paving Entrance	(5,795)							(5,795)	
Cap. Reserve & Elevator test, Floor refinishing	5,350	(2,350)						3,000	
Min Intern Transfer to Revenue					(5,500)			(5,500)	
Year-end Profit/Loss Results (Rough Est.)			(15,668)					(15,668)	
Estimated Balances as of 6/30/2020	43,384	0	10,048	2,020	0	0	38,652	94,104	225,828
Endowment Fund Deposits									
Endowment Income									
Endowment Income Transfer to Revenue								10,000	(10,000)
Year-end Profit/Loss Results			(10,048)				(1,515)	(21,563)	
Budgeted Balances as of 6/30/2021	43,384	0	0	2,020	0	0	37,137	82,541	215,828

* Reserves for Capital Improvements & non-annual expenses

** Mortgage Reserve Drawdowns of 33%, 27%, 20%, 13% and 7% approved by PB in 2010

*** Principal not available for drawdown unless "clear and present danger" exists

For FY20, 3 months of expenses is approximately \$137,000



Our Reserves are our savings set aside for the future. Our goal is to enough in reserves to cover 3 months of expenses, which for FY21 is \$127,000. Currently we maintain three reserve accounts.

- Project Money Available – Money we have set aside for capital improvements and building maintenance expenses that don't occur every year, such as paving, refinishing floors, repair roof, and 5 year elevator testing. We historically replenish this account over multiple years. This year we combined the Capital Reserve account with this account.
- Mortgage Reserve – This is money from our original mortgage that we set aside as a “saving account” to cover general expenses that arose in the future. It was anticipated we would have spent it all by 2014, fortunately each year we been able to generate more revenue and spend less than budgeted so our savings have lasted longer.
- Technology Reserve – Money we have set aside for technology purchases and updates.



In Conclusion...

- The FY21 proposed budget has no increases and is focused on sustaining our Society through the uncertainty of the pandemic. We hope to be able to revisit the budget once we regain some degree of normalcy and clarity of the future.
- We are budgeting our fundraising programs at historical levels, since they primarily occur in the fall and winter.
- The current quarantine will negatively impact the current year FY20, which ends June 30, 2020. We are budgeted to use much of our mortgage reserves this year. Next year we are budgeted to withdraw from the income portion of the Endowment Fund. We hope that we are able to limit those withdrawals as our financial future becomes clearer.

UUS:E GENERAL INFORMATION

UUS:E Office Schedule: Monday-Friday, 8:00 AM to 4:00 PM

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The 20th of Each Month

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