



**Unitarian Universalist Congregation of the South Fork
Annual Meeting
Sunday, June 6, 2021, 12pm**

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COVENANT OF RIGHT RELATIONS

Our Covenant of Right Relations is a promise to work together to provide a safe community where ideas are respected, nurtured and everyone's needs are considered as we celebrate our life together. As members of this beloved community, we affirm that:

- We listen with open hearts and speak with care even when it is difficult
- We deal with conflict directly; with honesty, love and respect
- We are mindful that actions may cause pain. We approach others with kindness and a generous spirit
- We support each congregant's needs and gifts
- We respect and nurture everyone in his or her lifelong spiritual journey
- We promise to care for and about both the young and old
- We are transparent and inclusive in decisions that are important to congregational life
- We have fun and enjoy the camaraderie of our congregation
- We make mistakes and have shortcomings. We forgive ourselves and others

MISSION

We are a spiritual community.

We honor every individual's search for truth and meaning.

We act against exclusion, oppression, and violence.

We nurture the health of the earth.

We strive for peace in our hearts and in the world around us.

When fear strikes, we stand on the side of love.

Agenda for UUCSF 2021 Annual Meeting

Sunday, June 6, 2021

Call to Order. Reading

Roll Call of Members and Announcement of a Quorum.

(A quorum is 40% of members present)

Meetings are open to the members of the Congregation, contributing friends, and other interested parties who participate in the life of the Congregation. Non-members are welcome to address the meeting but may not make motions or vote.

Receive Annual Reports:

- A. Minister
- B. President
- C. Treasurer
- D. Committees

Motion to adopt the 8th Principle

(description attached)

Discussion and vote

Motion to Approve Annual Operating Budget for July 1, 2021 to June 30, 2022.

(budget attached)

Discussion and vote

Motion to disband the Investment Advisory Committee and amend the bylaws accordingly

(rationale attached)

Discussion and vote

The Nominating Committee

The Bylaws state that the chair of the Nominating Committee (Kent Martin) shall present a slate of candidates of each office for election at the Annual Meeting for the following positions.

Motion to Elect Members of the Board of Trustees:

Kathy Engel (2021-2022) – completing Pam Greinke’s term
Patience Sherman (2021-2024)

Are there any nominations from the floor?

Motion, discussion and vote on Members of the Board of Trustees

Motion to Elect Officers of the Board of Trustees:

President – Linda Engbrenghof
Vice President – TBD
Secretary - Tip Brolin
Treasurer - Ingrid Krinke

Are there any nominations from the floor?

Motion, discussion and vote on Officers of the Board of Trustees

Motion to elect Nominating Committee member:

Pam Wittenberg

Are there any nominations from the floor?

Motion, discussion and vote

Motion to Re-elect Finance Chairperson: John Andrews

Are there any nominations from the floor?

Motion, discussion and vote

Motion to Re-elect COSM Chairperson: Martha Potter

Are there any nominations from the floor?

Motion, discussion and vote

Motion to Re-elect Stewardship Chairperson: Mark Potter

Are there any nominations from the floor?

Motion, discussion and vote

Motion to Re-elect Buildings & Grounds Chairperson: Gerald Boyer

Are there any nominations from the floor?

Motion, discussion and vote

Recognition of Outgoing Officers and Board Members: Michael Daly, former President, Pam Greinke, former Vice President

Recognition of all Board Members, Committee Chairs, Committee Members, and Volunteers.

Discussion of change of Board terms from three years to two years

Do you want to be a change leader in our congregation but can't commit to a three year Board term? What are your thoughts about reducing the commitment to two years?

Discussion of any additional agenda items submitted to the Board in advance.

Motion to Adjourn.

The 8th Principle

of UNITARIAN
UNIVERSALISM

“We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

What is Beloved Community?

Beloved Community happens when people of diverse racial, ethnic, educational, class, gender, abilities, sexual orientation backgrounds/identities come together in an interdependent relationship of love, mutual respect, and care that seeks to realize justice within the community and in the broader world.

What does it mean to be accountable?

White UUs hold themselves accountable to communities of color, to make sure whites do what they say they will do. In practice, that can mean having a People of Color Caucus within congregations, districts, etc., to discern and express needs and concerns to the rest of the community. Black UUs hold each other accountable and help each other see and dismantle signs of internalized racism. We need an *effective* mechanism or structure to ensure this. Similarly for other oppressions.

UUCSF BUDGET FOR 2021-22

Much effort went into preparing a budget for the coming fiscal year starting on July 1. The Board has approved the following for presentation to the congregation for approval at its Annual Meeting. At the last moment we learned that the Rainbow School will be closing, which has caused us to lower our estimate for rental income from what was presented at the May 2 budget hearing. In turn, that increases our projected deficit by \$20,000.

Your Finance Stewardship Committee will be sponsoring a series of conversations to determine how we might increase our income and get closer to a balanced budget. The first of these will take place on June 27. You will find the Zoom link in the weekly Bulletin.

From the attendance at this meeting we will make a judgment about the level of interest and commitment within the Congregation toward reducing our ongoing deficits, and will use this as a basis for strategic planning for the next five years. If 25 people attend, that will be positive. If attendance is limited to a subset of those already involved with finance and stewardship, that will send a different message.

If our finances are important to you, please attend the June 27 congregational conversation!

	2021-22
INCOME	Budget
Pledges	\$75,000
Rentals	\$15,000
Sunday Collections	\$6,000
Investment Income	\$36,000
Other Fund-Raising	\$5,000
TOTAL INCOME	\$137,000

2021-22

EXPENSES

Budget

Total Cost of Ministry

\$90,000

Building & Grounds

\$34,200

Administration

\$22,100

Worship & Music

\$16,000

Denominational Affairs

\$6,500

RE-Youth

\$10,900

Communications

\$2,800

Fellowship/Hospitality

\$1,900

Social Justice

\$3,500

Adult RE

\$1,500

Art

\$200

Cong. Affairs

\$500

Major Maintenance

\$4,000

TOTAL EXPENSES

\$194,100

DEFICIT

\$(57,100)

Minister's Report

This has been a challenging year for the congregation—a full year social distancing and maintaining most of our relationships online. Despite a learning curve, most of us transitioned well to online life, primarily through Zoom, for worship, meetings and discussions. But there are still some in our community who haven't made that adjustment. We're working hard to stay connected to everyone either online, via phone, or in person. As we begin to consider gradually moving back to in-person gatherings, we want to make sure that we are considering everyone. We want to be as inclusive as possible.

This year has also frayed the nerves and tested the patience of many in our community. As much as we aspire to create loving and respectful community, we have not always been our best. Physical distance has sharpened some of the edges that are ordinarily smoothed by sharing space with each other. We have not always been able to listen and hear each other clearly. And some have experienced being dismissed or feeling unappreciated. Our shared congregational covenant reminds us of our commitments to each other. Part of what it means to live in covenant is to extend grace to each other for the times when we fall short, and to begin again in love.

Governance

The Committee on Shared Ministry Report – 2021

The Committee on Shared Ministry meets once a month. The members of committee are Ken Dorph, David Holstein and Martha Potter. Rev. Kimberly Quinn Johnson also attends these meetings. Martha Potter agreed to chair the committee.

Our mission is to oversee the congregation's ministry.

We wished to hear from our members and friends during this difficult pandemic year. We reached out by phone and Zoom. In the fall we had 33 conversations to listen to congregants' thoughts about our congregation. We focused on three aspects of congregational life, participation and connection, spiritual and intellectual engagement, and governance.

We then prepared a report based on our conversations with recommendations for the Board and the congregational teams. The report was shared with the council and the teams. The report was then distributed to the entire congregation.

As a result of our recommendations, three congregational conversations focusing on finance, social justice and the eighth principle were held, and our covenant of right relations was discussed in a virtual workshop. Other suggestions included adding more diversity to services, finding opportunities for intellectual stimulation, developing hybrid services, giving the congregation a greater voice in decision making, and more social activities.

A new initiative, the Coffee Hour Spotlight, was instituted in March to introduce the congregation to one household or individual in greater depth to get a sense of what brings them to our community.

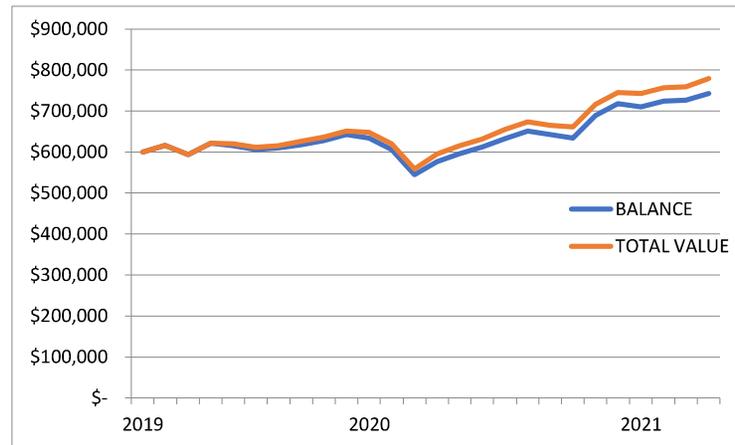
In May, we interviewed leaders of the congregation including members of the last three boards to understand how to improve communication around decision-making. The purpose of these conversations was to find out more about how we interact with each other. Our goal is to review the present way we communicate and find ways to enhance communication, so everyone's voice is heard.

Finance Annual Report 2021

The first thing to note is that Finance and Stewardship work hand-in-hand and are largely composed of the same people. Stewardship is about how we raise money. Finance is about how we spend it. Committee meetings are held jointly with both subjects typically on the agenda. Our charge includes both the annual budget process and planning for financial sustainability over the longer term.

As of April 30, 2021, we had \$76,000 of available funds in the bank. Our investment in the Unitarian Universalist Common Endowment Fund, which began with an input of \$600,000 from the Paul Berman bequest, was valued at \$742,500. In addition, we have taken \$36,800 in distributions from the fund, which means that our total realized and unrealized value totaled \$779,300. This represents a 13% annual rate of return. This is historically spectacular, and we cannot expect this rate to continue over the long term. This is a conservatively managed, socially conscious investment vehicle, with a target long-term rate of return of about 5% annually. Let us be thankful that we were able to begin at a propitious moment.

The value of our investment balance, and the balance plus withdrawals, is shown on the graph below:



That's the good news. The less-good news is that we are likely to be running deficits well into the next five years. In the fiscal year ending June 30, 2021, we expect our deficit to be about \$54,000. This is somewhat less than what we had budgeted, but it is not sustainable over a long period of time.

The Finance and Stewardship group have had extensive discussions concerning ways we might achieve a balanced budget within a five-year planning period. The conclusion presented at our budget hearing on May 2 was that there is a potential path to budget balance in that time, but it will require expenses to be prudently managed while income from pledges and rentals must rise significantly and other fund-raising opportunities must be identified and carried out. In addition, our rate of withdrawal from the UUCEF is being increased from 3% to 5% annually to help close

the budget gap. At this rate of withdrawal, we cannot expect the fund balance to grow significantly over the long term.

We hope to bring this into sharper focus in the coming year.

Report prepared by John Andrews

Stewardship 2020-2021

The congregation's stewards are Mark Potter with help from the finance team, John Andrews, Linda Engbrenghof, David Holstein, Carl Wittenberg, Aubrey Burch, Ingrid Krinke, Tip Brolin, and Mark Ewald.

The pandemic made fiscal year 2020-2021 difficult for all of us. Nonetheless, the congregation kept up with their pledges. In June of 2020, we budgeted \$69,910, and by June 30, 2021 we will have exceeded that.

Another task for Stewardship is to run the pledge campaign for fiscal year 2021-2022. This year you pledged a generous \$75,000.

This year we have begun a Legacy Program in which we honor those who have left a portion of their estates to the UUSSF and we acknowledge those who have written the congregation into their wills. If you would like to take part in this and plan to name the UUSSF in your will, please contact me.

We did not engage in any special fundraising activities this year. I hope to include these in the coming year.

Our investments from Paul Berman's generous bequest have grown from \$600,000 to \$742,492 in the UU Common Endowment Fund. In addition, we received \$36,890 in distributions which were a much needed part of our income.

Building and Grounds

UUCSF Buildings and Grounds Report, May 22, 2021; Gerald Boyer

I took over the chair for building and grounds in July 2020. My goal has been to keep our physical plant functioning properly, improve the exterior appearance of the meeting house (MH) and to aid our financial situation by reducing overall B&G expenditures.

We rarely have had to call a carpenter, a plumber, or an electrician, since I can do virtually anything they can do, and my rate of \$0/hour can't be beat.

Many small projects have been undertaken in the intervening ten months, but I will just bullet list the more significant ones.

1) **Replacing lights in lower level for Rainbow School:** About sixteen mini-florescent bulbs were replaced in the nine triple-fixture hall lights, as well as a couple of standard-size florescent tubes. Also, two ballasts were identified as being bad in the bathroom mirror lights and the lights were made operable again.

2) **Lawn mower damage and appearance improvement to memorial brick patio:** Dislodged bricks were removed. Unsightly black plastic around periphery was removed. All dislodged bricks were closely reset in a bed of blue stone dust. And, a collar of bricks placed on edge was added to reinforce and maintain the edge of the patio (with help from Patience).

3) **MH exterior painting and power washing:** The peeling east wall of the MH was completely prepped, power washed and repainted by Jin Grubb, who did very nice job. The north wall was also power washed to remove mold/mildew. (Tip Brolin GCed this effort.)

4) **Upgrading MH interior air for Covid:** Researched what could be done to improve the MH interior air environment. Since viruses' primary transmission vector is exhaled aerosols and droplets from infected people, it was concluded that HEPA filters and "air scrubbers" should be added to our three forced air HVAC systems. Air scrubbers treat returning HVAC air with ultraviolet rays in the C band (UV-C) and also ionize air and water vapor molecules to kill viruses and germs. Ionized particles also land on exterior surfaces throughout the building and continue to do their virus/germ killing work there, obviating the need for special "Covid cleaning" measures. The HVAC systems should be set to operate continuously whenever a particular zone is occupied.

Kolb Mechanical installed the three air scrubbers on April 15, and I have obtained and installed MERV-13 (HEPA-like) air filters in the three systems. Note that these filters are 1" thick and should be checked monthly. An upgrade to modify the HVAC systems to accept 5" filters with a six-month operating life was nixed as being far too expensive.

5) **Garden fence:** A wood rail and wire mesh fence supported by 4"x4" posts was designed and constructed to enclose the UU garden. This fence not only provides deer protection (in conjunction with an inner metal stake / plastic mesh fence) but will keep the garden area looking good year around. The fence was constructed over three Saturday afternoons by the "Fencing Team", which included Ken E, (+son Zak and girlfriend), Kent M and son, Pam and Carl W and David H. A water feed was also rigged up using a pre-existing irrigation sprinkler fitting.

6) **Elevator repair:** The UU elevator has been in a continuous non-working state for nearly two years, ever since the Uninterruptable Power Supply (UPS) and a major circuit board in the elevator control were "toasted" by a power surge/lightning hit. I worked with the elevator manufacturer (Savaria), the elevator maintenance firm (Day) and APC the manufacturer of the UPS that feeds/protects the elevator control circuitry. None were particularly helpful in getting this resolved.

So, I set up a series of experiments in the elevator control cabinet and determined that the UPS was flakey. It would regularly/spontaneously trigger into an alarm/overload condition, disabling the elevator until it could be manually reset inside the control box. I prevailed upon APC to send me a new UPS under warrantee, which I installed in early April. The elevator has been working fine ever since (knock on wood).

As a side note, I told our elevator maintenance company Day that I wasn't spending one more cent with them on "maintenance contracts" until the elevator become reliably operational. (They should have been the ones to get to the bottom of our non-working elevator problem.) Anyway, they terminated our remaining maintenance contract in a huff. I say good riddance since our sweet little elevator is designed to do up to 75 trips per day over multiple stories. And, since our's is virtually never used, we'll just repair it a la carte should a problem arise.

7) **Grounds beautification:** Last fall our grounds were looking pretty rough. I commissioned my gardener Anthea and her helper to weed along the parking lot curbs, as well as weed, trim and maintain all the plantings between the parking lot and the sunken play area. And she has started again this spring.

8) **Northern property cleanup:** I prevailed on the Fencing Team to help clean up our property along the northern side, which had become an eyesore when viewed from the parking lot. Tip B first staked out the actual property line (which is only 30' from the northern parking lot curb). We then built a wood caddy along the turnpike with easy access for "free firewood". All the unsightly branches strewn over our northern property woods were cut up and placed in the wood caddy. We also disposed of a pile of cedar block fragments unearthed when the garden was dug.

Future Projects:

- Completely clean up the area around the butterfly garden and tadpole pools.
- Resolve "Lake UU", which forms whenever the parking lot dry well system gets overwhelmed by runoff from the turnpike. It is also starting to undermine the pavement around the drywell drain cover. This can be done by either by building a diversion hump across the mouth of our driveway to keep runoff on the turnpike or by digging a drainpipe into the driveway and taking excess water into the woods to the south.
- Western property cleanup. This area is full of discarded branches, which need to be handled as per item 8 above. Also, the woods and junk trees need to be thinned so one can see our building from the turnpike. (Ultimately plantings along the west foundation and perhaps some UU art, a gold chalice on the wall?, will be needed to enhance our curb appeal from the turnpike.)
- Improve sanctuary acoustics. Others are/have taken lead on this but I'm glad to help with construction.
- Set up for hybrid services, as above, others are/have taken lead on this but I'm glad to help with construction.

Budget:

I believe we're running well below our budget projection. However as good UUs, we keep thinking up other things to do, witness the Covid upgrade for the MH and the cost for the (non-donated) portions of the garden fence.

Art Committee

The art committee does not have much to report.

We will have an opening as soon as the building opens again.

The art that was up March 2020 is still up.

Faith Formation

Faith Formation Team

As we continue to explore how our five ministry teams can work more in collaboration within and among teams, our Worship and Adult RE Committees (both part of our Faith Formation Team) collaborated to focus this year on *Exploring our UU Sources* in the second half of the year. This collaboration resulted in a monthly focus on one of the six UU sources (see end of committee reports) each month from January-June. While the worship committee dedicated one worship service each month the featured source, the Adult RE team featured a Sunday discussion of that focused source. We expect to do more such collaborations, combining worship with discussions for deeper engagement.

Worship Committee

Tuna Flores, Pamela Greinke, Celia Josephson, Diana Lindley, Kent Martin, Sue Penny, Mark Potter, Traci Robinson, Monika Zasada

This year, the worship committee continued to find its stride with Online Zoom worship. A dedicated sub-team of tech hosts sharpened their expertise in managing screensharing, videos, spotlighting, and chat. With Zoom worship, we were able to invite excellent worship leaders from across the country. We were able to offer new music using YouTube videos, and we were able to do joint worship with some other UU congregations. We were also able to offer a few worship services produced by the UUA, featuring rising and seasoned UU leaders around the country. At the same time, we continued to offer live music from some of our beloved musicians.

We hope you noticed some of the thematic explorations this year. For the first half of the year, July-December, each month we featured one of our UU forbears. In the second half of the year, January-June, we featured one of our six UU sources. We also continued with our monthly themes, beginning with *Harmony* in July and ending with *Care for the Soul* in June. You may have noticed our monthly theme as a banner quote on our Sunday morning emails. We are happy to welcome a new musician to our roster: Alex Kuchta, who played for the first time on May 23. Alex comes to us recommended by Sara Gordon. He plays piano and guitar as well as sings. He lives on Shelter Island.

And even while we welcome the new opportunities that Zoom worship has brought us, we are carefully moving forward with our planning for multiplatform (sometimes referred to as hybrid) worship. We know that many are eager to resume worshipping in our meetinghouse. We are considering how to balance things like: intimacy, participation, technological needs, our own human resources, and av capacity in our meetinghouse. We have met with an external consultant, and are using all the resources and guidance provided by the UUA. Ultimately, we are confident that we will come up with the plan that is best for our congregation. And we know that experimentation is our friend. We can be nimble as we try new things on the way to finding what works for us.

Adult Religious Exploration

John Andrews, Carolyn Holstein, Mark Potter

Our Adult Religious Exploration team hosted a few discussion series this year. In the first half of the year, our focus was readings and discussions on racial justice. Our topics included: the book, *Decolonizing Wealth: Indigenous Wisdom to Heal Divides and Restore Balance*, by Edgar Villanueva; 1619 Project Freedom School; *Caste: The Origins of Our Discontents*, by Isabel Wilkerson; Widening the Circle (a report of the UUA Commission On Institutional Change).

In the second half of the year, we hosted *Community Conversations* – first Wednesday of each month – to discuss relevant social issues with members of our congregation and local community. Our topics included: Reparations. Prisons and Policing, and Healthcare. We hosted a monthly series on *Exploring our UU Sources* – in collaboration with the worship committee’s dedicated worship and discussion each month, usually the 2nd Sunday of the month. We hosted a series of *Congregational Conversations* to discuss issues relevant to the life of the congregation, including: reopening 3/7; social justice 3/21; covenant 3/25. 8th principle 5/16. Finally, we began the year with a monthly *Discussion of Theme*, which met the first Tuesdays of each month, but discontinued by March due to low attendance.

To help manage discussion and inclusive participation, we have adopted the following discussion agreements:

Suggested Discussion Agreements

- Keep an open mind
- Prioritize deep listening
- Release Judgment
- Share the space.

Children’s Religious Exploration

Our children have done a remarkable job sticking together with weekly religious exploration, under the gifted leadership of our religious educator, Deborah Marshall. This year, the youth participated in two multigenerational services: in December, sharing their creative gifts and talents through writing, music, ice-skating, and magic. In April, sharing an Easter story. Together, with Deborah, this year they have explored ritual, story, and community support. And they have found ways to address their own feelings of uncertainty during this pandemic.

Care and Connection

Care And Connections Annual Report, May 2021

The Care and Connections Team is the newly evolved name for the former Inreach Committee. The group seeks to focus on ways to show care for our congregational community, foster connections and deepen relationships.

We have been challenged this past year with the Meeting House shuttered due to COVID. We have attempted to continue caring relationships while remote. The Care Calls that had been started in the spring of 2020 continued through the summer of 2021, when they were then modified and decreased to a great extent. The intensity of the early months of COVID was not sustainable and it was felt that many were finding connections in Zoom services and additional offerings. Some of the team members continue to reach out to those that are believed to be more isolated.

As the year progressed, several weekly/biweekly Zoom meetings were continued, while others had a shorter lifespan due to lack of interest. The Friday Happy Hour continued through the end of April 2021 when it was terminated. In March, the 5th annual UUCSF Seder took place. Although offered on Zoom, the interest was high with 25 participants and the feelings of connection were apparent.

A Care and Connections team member reaches out to new people at Sunday services, offering to sign them up for our weekly email and to be in further contact about our faith and congregation. Although not a direct Care and Connection effort, a congregational garden started this year, with the expertise of Ken Ettlinger and Gerry Boyer, and assistance of others. The goal is to add fresh produce to the shelf stable items currently available to the community in our UUCSF Free Pantry.

The Care and Connection team has offered an outdoor casual gathering on the grounds of the Meeting House this spring and are hopeful that this will afford an additional connection to congregants. Team members and our minister will also be contacting long-time friends to discuss their interest in becoming members of the UUCSF.

The Team is looking forward to the time when we will be gathering in person and will continue to work on alternate means to connect.

Committee Members: Carolyn Holstein, Chair; John Andrews, Hillary Helfant, Carol Mason and Jim Thurman

Outreach

Outreach Team

Our outreach this year has worked to develop relationships in our community with organizations that are doing good work. Helping Hands provides small grants to non-profits, while our High Impact Community Outreach program provides large grants to east end organizations. Our work with Racial Justice East End has kept us in community with our neighbors around racial justice education. And our work with Maureen's Haven, in partnership with Temple Adas Israel and Christ Episcopal Church continues to serve unhoused people in our community. Our Free Food Pantry continues to provide healthy food for anyone in need.

Social Justice

The social justice committee (previously outreach committee) has spent a lot of our time over the past 12 months revising ourselves as a team and how we want to function within the congregation as well as the larger community. During that time, we changed our name (from outreach to social justice), we made the decision to shift towards focusing on one project at a time (working towards having fewer projects which are more deeply rooted. At the moment the social justice committee is hosting weekly planning meetings to discuss bringing back the Walk for Interdependence, this July, with a new, more localized vision.

Looking to the future the social justice committee hopes to strengthen our relationships with our extended community, build new relationships, and continue to investigate and follow through on our ideas around social justice both internally within our congregation and externally with the larger community. Our members are Pamela Greinke, Kathy Engel, Michael Daly, Rev. Kimberly Johnson, John Andrews, Emily Weitz and Ella Engel-Snow.

Racial Justice East End

Kathy Engel, Ella Engel-Snow, Pamela Grienke, Lora Tucker

Racial Justice East End is our congregation's partnership with Canio's Culture Café, and other community members dedicated to encouraging reflection, conversation and action on racial justice issues. This year we hosted a number of book and film discussions: the Documentary Film *(In)Visible Portraits: a contemporary film about Black Women*, The book, *White Rage: The Unspoken Truth of Our Racial Divide* by Professor Carol Anderson. The book details white backlash in the United States; and examines how structural racism has brought about white anger and resentment. The book: *My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies*, by Resmaa Menakem.

Helping Hand Fund, Annual Report

Committee Members: Caroyn Holstein, Chair, Martha Potter and Ingrid Krinke

The Helping Hand Fund of the UUCSF is the outlet for congregational giving to non-profit agencies on the East End of Long Island. The monies collected on Sunday mornings are distributed among local agencies involved with marginalized communities, generally for a specific program.

Over the past year, groups that have experienced challenges under everyday circumstances saw needs ramp up during COVID. Helping Hand Fund was able to respond to requests that directly assisted groups impacted by COVID. Families on the Shinnecock Nation were faced with additional economic concerns. Helping Hand Fund was able to assist through a purchase of diapers in the amount of \$450. They were then distributed through the Wuneechanunk Shinnecock Preschool. A second effort that was the result of COVID changes, was a \$1,000 donation to Project MOST, a year-round extracurricular enrichment program for children and families of the East End. Hybrid programs in East Hampton and Springs schools increased difficulties for working families. Project MOST initiated center-based programs, where children could be supervised for remote school, as well as receive before and after school care.

Additional donations were made to Maureen's Haven and Neighbors in Support of Immigration (NISI). Maureen's Haven received backpacks and additional funds to assist homeless men on the East End. NISI was given \$1000 to provide scholarships for summer day camp for low-income children, mainly Latinx, in the Hampton Bays area.

These contributions represent the congregation's desire to make an impact on our local East End neighborhood and are a symbol of our faith in action. They reflect our values and mission as a congregation and share our hope for a kinder, more compassionate environment.

High Impact Community Outreach 2020-2021 Activities

Our High Impact Community Outreach Program (HICO) really gained traction this fiscal year. The pandemic was clearly impactful and HICO focused on basic needs – food, housing, and health care – and reaching populations at risk. The Proposal Assessment Committee (PAC) worked diligently to get the word out to the East End community. The inaugural cycle was a success as we received 15 applications with requests of just over \$330,000. Although the magnitude of East Ender's needs was unfortunate, it was gratifying to be able to make a difference. The Proposal Assessment Committee (PAC) awarded seven organizations grants ranging from \$5,000 to \$7,000 for a total of \$41,175. It was a deliberate attempt to reach as many people as possible. The organizations we partnered with were the Butterfly Effect Project, East Hampton Meals on Wheels,

East End Food Institute, East End Birth Network, Ola of Eastern LI, Shinnecock Indian Nation and Padoquohan Medicine Lodge.

HICO had some noteworthy events during the year. The PAC led our Martin Luther King Day worship on January 17, 2021 emphasizing “community service” and what it means to us. Plus, we asked some of our grantees to participate and created a moving and diverse worship. Following the service, we had a “Meet and Greet” of our grantees. Representatives of the seven organizations spoke passionately about their efforts in improving conditions in our community. It was a highly successful sharing and really brought home the impact of our HICO program. It is also exciting that HICO funds are housed in a separate bank account. This means that congregants as well as the larger community can donate directly to HICO, helping insure its longer-term mission. Finally, the PAC welcomed a new member as Celia Josephson joined us and we said a big thank you to Katie Hammond who played a huge role in making our first year a success.

Looking ahead, HICO’s current grant cycle is off to a good start. Our 2021 focus is a bit more targeted with the second year of the pandemic. It is trying to address underserved or excluded populations such as children and families, single mothers, and people of color. Plus, their needs that may encompass early childhood education, climate change, cultural sharing, and health care access. The application deadline is May 28th. The PAC expects to present their recommendations to the Board and make its second set of grants in August.

Maureen’s Haven

Covid did not stop our friends at Maureen’s Haven. They still had homeless to feed and shelter. Our Sag Harbor volunteers work in a partnership with UUCSF, Temple Adas Israel and the Christ Church Episcopalians. Shelley Lichtenstein of Adas Israel keeps us organized with her online signup sheets. Carolyn Holstein and Mark Potter lead our UUCSF effort.

In the summer we provided sandwiches, snacks and drinks for the Summer Sandwich program. From October through April we host 8 to 10 homeless in the Christ Church parish hall once a month. During the height of the Covid pandemic, Maureen’s Haven volunteers picked up the food we all donated.

We are sure to be busy again this year. If you would like to volunteer to help, please contact Carolyn (crholstein1@aol.com) or Mark. (mpotter@optonline.net).

UUCSF Little Free Pantry

Since opening in Nov 2019, our Little Free Pantry has seen significant use throughout the Pandemic. Thanks to the high quality construction by Mark Potter and the sound placement in front of our Meetinghouse by Mark and Don Schmitz, it continues to stand in very good condition.

A dedicated group of UUCSF volunteers: Hilary Helfant, Christopher Haywood, Sue Penny, Ingrid Krinke, Bill Dalsimer, Carol and David, Holstein and Kent Martin have been stocking the pantry daily and even buying food to bring to the pantry. The congregation has committed \$2500 this past year and we have been making runs to Costco for food.

We have received many donations of food and some monetarty donations from kind and generous members, friends and neighbors. It's only a guess, but it's likely that we have served over 2500 people in need of food over the last 18 months. While the pandemic is waning, the useage of the Little Free Pantry is not and we are seeking ways to receive more donations of food and money to keep the pantry cupboards stocked. We're looking forward to what the Garden Keepers at our UUCSF Community Garden will share with us during harvest.

You can always drop off food in the Garden Shed by our front door or select Little Free Pantry in the dropdown menu on our UUCSF Donation PayPal account.

There are seven Principles which Unitarian Universalist congregations affirm and promote:

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

These are the six sources our congregations affirm and promote:

1. Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;
2. Words and deeds of prophetic people which challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love;
3. Wisdom from the world's religions which inspires us in our ethical and spiritual life;
4. Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves;
5. Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit;
6. Spiritual teachings of Earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature.