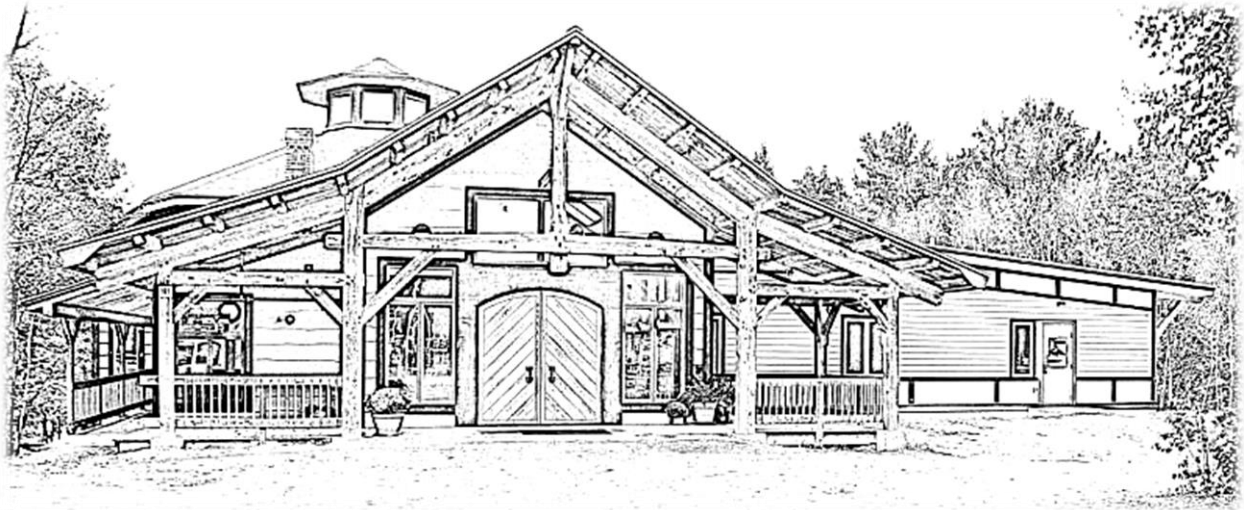


STARR KING UNITARIAN UNIVERSALIST FELLOWSHIP



ANNUAL REPORT

MAY 16, 2021

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Love ❖ Wisdom ❖ Hospitality

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STARR KING UNITARIAN UNIVERSALIST NOTICE OF ANNUAL MEETING

In accordance with Article 9 of the By-laws, notice is hereby given of the Starr King Unitarian Universalist Fellowship Annual Meeting to be held on May 16, 2021 at 11:00 AM via Zoom. A quorum of 30% of the Membership is required for the Annual Meeting.

AGENDA

Call to Order	Mary Crowell
Opening Words	The Rev. Dr. Linda Barnes
Count of Members Present	Stephanie Halter
Approval of Minutes of 9/20/20	Mary Crowell
<u>Presentation and Election of Nominees:</u>	Danni Simon
Treasurer – 2021-2024(3 year term)	Janet Englund
Trustee – 2021-2024 (3 year term)	Richard Odman
Trustee – 2021-2024 (3 year term)	Diana Pamplin
Endowment Committee – 2021-2022 (1 year term)	Don Crowell
Endowment Committee – 2021-2024 (3 year term)	Marcia Blaine
Endowment Committee – 2021-2024 (3 year term)	Bob Gannett
Nominating Committee – 2021-2024 (3 year term)	Bill Trought
Presentation and Vote of 2022 Budget	Janet Englund
Warrant Article: By-law Changes	Mary Crowell

Recommendation:

Article 9: MEETINGS AND NOTICES OF MEETINGS:

Current Policy:

The Fellowship shall hold its Annual Meeting each year in the month of May or June at a time and place determined by the Board. If circumstances require, the Board may elect to postpone the meeting until a later date. The Board may call special meetings at such times as it deems prudent. Meetings will be conducted in person as long as it is deemed safe to do so. If need be, meetings may be held virtually. Meetings shall be either all in person or all virtual. The Board shall call a special meeting upon receipt of a written request signed by 10% (ten percent) of the membership.

Proposed additions in ***bold & italics*** and omissions in ~~striketrough~~:

The Fellowship shall hold its Annual Meeting each year in the month of May or June at a time and place determined by the Board. If circumstances require, the Board may elect to postpone the meeting until a later date. The Board may call special meetings at such times as it deems prudent. Meetings will be conducted in person as long as ~~it is deemed~~ ***the Board deems it*** safe to do so. ~~If need be,~~ ***If circumstances require,*** meetings may be held ~~virtually.~~ ***exclusively by virtual means at the discretion of the Board.*** ~~Meetings shall~~

~~be either all in person or all virtual.~~ The Board shall call a special meeting upon receipt of a written request signed by 10% (ten percent) of the membership.

Article 6:

Currently:

Members of the Fellowship are entitled to vote on all matters brought before the Fellowship. However, members must be present, either in person or virtually, as circumstances require, to vote. No proxies are allowed. Unless another provision of these Bylaws requires a different percentage, a simple majority of votes cast shall decide all issues.

Proposed additions in ***bold & italics*** and omissions in ~~strikethrough~~:

Members of the Fellowship are entitled to vote on all matters brought before the Fellowship. However, members must be present, either in person or virtually, ~~as~~ ***circumstances require, to vote. No proxies are allowed. Members may not cast their votes by proxy.*** Unless another provision of these Bylaws requires a different percentage, a simple majority of votes cast shall decide all issues.

Recognition and Awards

Adjournment

DRAFT

**Starr King Unitarian Universalist Fellowship Minutes of the Annual Meeting Sunday,
September 20, 2020
11 am to 12 pm**

Call to order: President Mary Crowell convened the meeting.

Opening Words: The Rev. Linda Barnes provided opening words.

Count of Members Present: A quorum of 30% of the Membership is required for the Annual Meeting and 50% required for warrant article changes to Endowment Fund policy. Secretary Stephanie Halter reported there were 70 members present, exceeding requirements for a quorum of 41 and 68 for the by-law changes.

Approval of minutes of the Annual Meeting of May 14, 2019: Mary asked for a motion to approve. Deedie Kreibel so moved; Paul Tierney seconded. All voted Aye with none against and no abstentions. The motion carried.

Approval of minutes of a Special Meeting of March 8, 2020: Mary asked for a motion to approve. Paul Tierney so moved; Kathy Hillier seconded. All voted Aye with none against and no abstentions. The motion carried.

Approval of minutes of a Special Meeting of June 14, 2020: Mary asked for a motion to approve. Bob Gannett so moved; Mary Hazelton seconded. All voted Aye with none against and no abstentions. The motion carried.

Presentation and vote of 2020 budget: Janet Englund presented the budget. Pledge total is excellent; our fellowship is generous. Non-pledged income is significantly less with no rental income from Bridge, Yoga, Thai Chi. Rent from CLC contributed to offset operating budget. Proposed increase for 3 staff members; 3% pay increase. Raises are based on UUA guidelines. To balance the budget this year, the income shortfall was a little over \$17,000. Paycheck protection program loan, about \$29,000, should be completely forgiven. FY20 has closed, but we are showing a surplus of about \$10,000; this is due to people prepaying their pledges and not having hired a DRE last year.

Janet opened the floor to questions.

Jess Marunowski asked “just curious, why is that loan being forgiven?”; Janet explained the program and how we continued to pay our staff during the pandemic.

Becky Noel asked: "Is the CLC income monthly or annually? Heard monthly earlier, looks annual now". Becky stated "OK, So is that \$500/month to Building Fund or /year?" Janet explained the rent increases, and contribute \$500 to the operating budget with the rest going to reserves.

Betty Ann Trought stated "I still object to receiving PPL. This was for small businesses and conflict/church and state."

Janet requested a Motion to accept the proposed budget. Brian Haskins moved, Suzan Gannett seconded, 1 against, 0 abstain, 69 in favor. The budget was passed.

Warrant Article changes: Jane Clay presented the Warrant Article changes. Jane Clay requested to dispense with reading all the by-law changes. Suzan gannet motion, Paul Tierney second, 0 No, 0 abstain, all in favor. The motion to dispense with reading the by-law changes passes unanimously.

Jane reminded folks that the **Blue** represents the addition/revision and the **Red** a deletion.

Article 7 & 13: Number Agreement: Jane requested a motion and a second.

ARTICLE 7: REAL ESTATE ACQUISITION AND MORTGAGE

A two-thirds majority of votes cast is required to authorize the Fellowship to purchase and sell real estate, construct significant structures thereon, significantly reconstruct or modify existing structures, or pledge the Fellowship's real estate as security for a loan. A quorum of **50%** (fifty percent) of the membership is required for any meeting to act on such matters.

ARTICLE 13: MINISTER

The minister shall be responsible for the conduct of worship within the Fellowship and the Fellowship's spiritual interests and affairs. The minister shall have freedom of the pulpit as well as freedom to express his or her opinion outside the pulpit.

Upon recommendation of the Ministerial Search Committee, the Fellowship may call a minister by a **95% (ninety five percent)** majority vote of members present at a meeting called for that purpose. The quorum for such a meeting shall be **60%** (sixty percent) of the membership.....

Recognition: We acknowledged and celebrated three important groups in our Fellowship this year:

Mary Hazelton so moved, Quentin Blaine seconded. Jane opened the floor to discussion. No questions. Jane called for the vote. All voted Aye with none against and no abstentions. The motion carried.

Article 4 Membership: Jane requested a motion and a second.

ARTICLE 4: MEMBERSHIP

Any person sixteen years of age or older who is in accord with the purposes and programs of the Fellowship may become a member by signing the Membership Book. To remain **active, an official member of Starr King**, a member should participate in the affairs of the Fellowship and contribute services and funds as able. **The Membership Committee, in concert with the minister and at least one member from the Stewardship Committee, the Finance Committee, and the Board, shall periodically annually review the membership rolls to identify any inactive members.**

The Membership Committee will **and may** inquire of any member **identified as inactive** whether he or she wishes to remain a member **and shall remove from the official membership roll anyone who responds in the negative or fails to respond.** **The Board may remove from membership anyone who responds in the negative, who has been inactive for more than one year and fails to respond or,**

A member may request to be removed from the membership list at any time by submitting a request in writing to the Membership Chair.

By two-thirds vote of the entire Board, **a member may be removed** who threatens the well-being of the Fellowship.

Motion by Kathy Hilliard, Bob Gannett seconded. Jane asked for questions. Becky Noel asked “Why annually?” Mary answered for consistency. With no more questions, Jane called the vote. All voted Aye with none against and no abstentions. The motion carried.

Article 6: voting: Jane Clay requested a motion and second.

ARTICLE 6: VOTING

Members of the Fellowship are entitled to vote on all matters brought before the Fellowship. However, members must be present, **either in person or virtually as circumstances require,** to vote. No proxies are allowed. Unless another provision of these Bylaws requires a different percentage, a simple majority of votes cast shall decide all issues.

Nancy Downey so moved, Deedie Krebel seconded. Jane opened the floor up for discussion. With no questions or comments, she called the vote. All voted Aye with none against and no abstentions. The motion carried.

Article 9: Meetings and Notices of meetings. Jane called for a motion and second.

ARTICLE 9: MEETINGS AND NOTICES OF MEETINGS

The Fellowship shall hold its Annual Meeting each year in the month of May or June at a time and place determined by the Board. **If circumstances require, the Board may elect to postpone the meeting until a later date.** The Board may call special meetings at such times as it deems prudent. **Meetings will be conducted in person as long as it is deemed safe to do so. If need be, meetings may be held virtually. Meetings shall be either all in person or all virtual.** The Board shall call a special meeting upon receipt of a written request signed by **10%** (ten percent) of the membership. The Board shall provide members with written notice stating the time and place for each meeting and identifying the matter(s) that the meeting will consider. A notice of meeting delivered in-hand, sent electronically to the email address on file, or sent by first class mail, at least fifteen (**15**) days prior to the meeting, shall be sufficient in all cases. A notice delivered or mailed to one member shall be sufficient to provide notice to all other members residing at the same address. Any member may waive the notice requirement of any meeting. A member who attends a meeting waives notice by his or her attendance unless the member raises the issue of notice at the outset of the meeting. It is the member’s responsibility to provide the Board with any changes of address, including email address. Notice sent to the last address provided by the member shall be sufficient.

If circumstances require, the Board may call an emergency meeting of the Fellowship by providing **telephonic notice by phone, electronically** or **otherwise** to members using any means that the Board deems reasonably calculated to reach as many members as possible. The Board

shall determine how much notice is required based on the circumstances that caused the Board to call the emergency meeting.

Unless these Bylaws require otherwise, 30% (thirty percent) of the membership shall constitute a quorum. If a quorum is not present, those attending may adjourn the meeting from time to time without further notice until a quorum is present. Once a quorum is present, the membership may continue to transact any business properly before the meeting regardless of whether the quorum remains for the rest of the meeting.

Sue Ellen Skinner motioned, Bob Gannett seconded. Jane asked for questions. Danni Simon asked "It reads either or in person or virtual. This one is both!" Mary Crowell explained the challenges to holding meetings in combination of virtual and online. She stressed that this is for this year, and we could look to do something more in the future. Danni then asked, "So does that mean no one at the fellowship now is voting?" Mary explained that each person in the fellowship hall has a screen open and virtually present for the meeting. Jane called the vote: 1 no, 1 abstain, 68 in favor. The motion passed.

Article 11: nominating committee. Motion and second requested by Jane.

ARTICLE 11: NOMINATING COMMITTEE

The Nominating Committee shall work with committees to help meet their membership needs and shall recruit members to serve on the Board, Nominating Committee, and Ministerial Search Committee. **The Nominating Committee is responsible for leadership training and encouraging current and potential leaders to attend relevant workshops and conferences.** The Nominating Committee shall consist of three members of the Fellowship elected to staggered three-year terms. The Fellowship shall elect one member of the Nominating Committee at each Annual Meeting and may fill any vacancy on the Nominating Committee for the remainder of a term. The Board may appoint members to fill any vacancies on the Nominating Committee until the next Annual Meeting.....

Bill Trought Motioned, Janet Englund seconded. Jane opened the floor up to discussion. No questions. Jane called the vote: 0 No, 1 abstain, 69 in favor. The motion passed.

Article 15. Endowment fund. Jane requests a motion and second.

ARTICLE 15: ENDOWMENT FUND

An Endowment Fund, whose purpose, governance, and operational procedures shall be defined by special resolution adopted by the congregation, shall be established. This Resolution does not preclude the establishment of other separately named funds for similar purposes.

A. RESOLUTION TO IMPLEMENT THE STARR KING UNITARIAN UNIVERSALIST FELLOWSHIP ENDOWMENT FUND

WHEREAS, Stewardship involves the faithful management of all the gifts we have been given: time, talents, the created world and money, including accumulated, inherited and appreciated resources; and **WHEREAS**, we can to support the religious mission and work of this congregation through transfers of property (cash, stocks, bonds, real estate, etc.), charitable bequests in wills, charitable remainder and other trusts, pooled income funds, charitable gift annuities, and assignment of life insurance and retirement plans; and **WHEREAS**, it is the desire of the congregation to encourage, receive, and administer these gifts in a manner consistent with

the loyalty and devotion expressed by the grantors and in accord with the policies of this congregation.

THEREFORE BE IT RESOLVED, that This congregation, **in at the** annual meeting assembled on May 22, 2004, approved and established **on the records of the congregation** a new and separate fund to be known as the STARR KING UNITARIAN UNIVERSALIST FELLOWSHIP ENDOWMENT FUND, (hereafter called the “FUND”); **be it also resolved that** this resolution recognizes that separately named funds for similar purposes may also be created by the Endowment Committee as circumstances warrant.

BE IT FURTHER RESOLVED, that **[moved the following to 15.B.3]** The purpose of this FUND is to enhance the mission of Starr King Unitarian Universalist Fellowship apart from the general operation of the congregation; that no portion of distributions from the FUND shall be used for the annual operating budget of the congregation; and that except where specifically authorized otherwise in the terms of a gift, distributions from the FUND will be made annually, in amounts not to exceed 5% of the average fair market value of the FUND over the previous thirteen quarters.

BE IT FURTHER RESOLVED, that an The Endowment Fund Committee shall be the administrator **of the receipts and disbursements** of the Fund; **responsible for all duties related to the FUND, with the exception of 15.B.2, pertaining to investment oversight which is the responsibility of the Finance Committee;**

BE IT FURTHER RESOLVED, that The following Plan of Operation sets forth the administration and management of the FUND.

Stephanie Halter motioned, Gisela Estes seconded. Jane asked for questions. No questions. Jane called the vote: 0 no, 0 abstain, all voted in favor. The motion passed.

Recognition: Jane Clay thanks everyone for reviewing the budget and by-law changes proposed and then turned the meeting back over to Mary Crowell. Mary Crowell thanked Paul Tierney for all his work on the building and grounds committee. Thanked Ian Halter and Kathy Kelsey for the technology support at the onset of the pandemic. Thank you to Ted Vansant for all his time and work with the solar panel project. Thank you to Richard Odman for painting the sanctuary and Stew Weldon for assisting him. Thank all the members for all their time and participation today.

Adjournment: Linda called for a motion to adjourn. Sandy Mucci so moved, Babe DeRaymond seconded, all were in accord and the meeting was adjourned.

Respectfully submitted,

Stephanie Halter
Board Secretary

MINISTER'S 2021 ANNUAL REPORT

We were, and are, well served by our Fellowship's solid foundation. I knew we were strong before this year, but this year has confirmed my understanding of the strength and resiliency of this community. We struggled; we triumphed. We remained together and we were lonely. As the minister of our Fellowship, I too struggled. I struggled with the cavernous quiet of our building during the week. I missed you. I missed meeting in person. I struggled with the relatively empty sanctuary when we conducted worship. How does one preach to an empty house? I struggled to know how best to serve as your minister. Still, we did more than ok. The life of our Fellowship this year, like for so many of us, was like no other.

What was different? Everything was different. Most meetings were held via Zoom. As the weather grew colder, options for meeting safely outdoors dwindled and we moved into the locked-down reality of our COVID isolation. So, we met online. We worshipped online. We held staff meetings online. We sat in our homes, on our beds, at our kitchen tables, in our home offices, and in our living rooms. Some of us were simply not up for the remote engagement and chose to step out for a bit. All the ways of being were ok for this year, all the ways. One thing I missed most was our children. There are those who were babies or toddlers a year ago, I can only imagine how they've grown.

Your board has shown great resilience. This board has held our congregation together with a loving commitment to this community. I am impressed by their patience, persistence, and their good humor at the absurdity of it all. Be proud of them, they have held all the pieces together here so that when we return, the building, the budget, and our relationships will still be intact. Your board has shown calm resolve when there were the equivalent of significant *frost heaves* in the road to putting up our solar panels. There was the long wait for bids to come in for the new electric boiler. Again, the board persevered. They navigated our renters, the Midstate Children's Learning Center, as we made every attempt to sequester our two populations, sheltering us and them from the potential of COVID infection. In the end, working with Building and Grounds and the Pandemic Response Team, we were remarkably successful. This is what your board did.

Your Starr King UU Fellowship staff showed commitment above and beyond. Lisa Olech made the most of our situation. She tended to the details of this Fellowship. She shifted focus as needed and offered nothing but support for me as I worked to navigate these most unusual times. Sarah Dan Jones continued to plan and present worship with me, to meet with her choir, provide Thursday morning meditations, and to make our sanctuary a sacred place by filling it with music. Tatum Barnes has made himself precious to us and in the hearts of our children. His story telling and meditation offerings are treasured. How remarkable to do all this in this strange pandemic year. We are fortunate indeed. This is what your staff did.

For me, I struggled to write sermons wondering how they'd be received. It broke my heart to sing without you there. I could only imagine people at home watching, trying to make it like our in-person worship. We are not a production studio, we are not a radio or TV station, we are hardly equipped to provide high quality worship from a place where, it is the energy of those present, that make it feel like worship to me. I am grateful to the Tech Team that steadfastly made it happen, every week. I am grateful to Suzan Gannett who provided us with a peak into our everyday lives with her slide presentations of our own pictures. I postponed my sabbatical for a year, missing out on an opportunity to re-energize and reimagine my ministry, for now. Still, we made the best of it. We came to accept it.

From this year I have learned of my own *and* our collective resilience. They are intertwined. I am so very proud and pleased to continue to serve as your minister.

So, dear ones, remember this year. Remember how we made so much of our lives work, how we fulfilled our commitment to keep each other safe. How we continued to care even when we couldn't be together. This is what you did.

With love and faith,
Rev. Linda

GOVERNING BOARD

What a year it was! This year the members of the Governing Board were: Mary Crowell, President (2022); Jane Clay, Vice President (2022); Janet Englund, Treasurer (2021); Stephanie Halter, Secretary(2022); and Trustees Mike Randall (2021), Diana Pamplin (2021), Cindy Spring (2022), Sandy Mucci (2023) and Stew Weldon (2023).

Our first and only in person meeting was our retreat in August. We gathered in the upper parking lot bringing our own chairs and wearing masks. It was an opportunity to be together and to work with our new Mission & Vision statements as we headed into the new church year. The rest of the meetings were held monthly via Zoom.

The majority of our time was spent dealing with solar panels and replacing our old boilers. Much of the groundwork for the solar panels had been done while Deedie Kriebel was Board President. As we were getting ready to move forward, we ran into a speed bump. The Property Management Company, our neighbors, were opposed to us building the solar array and threatened legal action. We hired a lawyer who was able to work out the difficulties and as of April we moved forward with the removal of the trees. If all continues to go as planned, the solar panels should be installed this summer.

The fate of our 25-year-old boilers were a concern as well. With the solar panels finally coming to fruition it was determined by the Green Energy Task Force that an electric boiler was the best option for us as we move forward. It will help enable us to become carbon neutral. The income from the Children's Learning Center has given us the ability to pay for the boiler.

It has been a year like no other, but throughout we have stayed connected. Our worship service attendance is steady and many of us are participating in zoom groups, showing up for meetings and doing the work that needs to be done to allow us to keep moving forward with our mission and vision. Thank you all for your time, energy, and commitment to our beloved Fellowship. May this be the beginning of the next chapter - the one that celebrates us all being together again!

With much gratitude, respectfully submitted,
Mary Crowell

DIRECTOR OF RELIGIOUS EDUCATION

“Spiritual education is not a distinct and separate discipline; it is part and parcel of all types and levels of education, In fact, it is the very foundation on which a lasting edifice can be built.” - Sai Baba

Although Covid has been so disruptive to our lives, I am supremely grateful that this pandemic created the opportunity for me to join this beloved community. Not only am I grateful for the adults of this fellowship for their acceptance and support, but I am also supremely grateful for its youth - namely the ways in which they have modeled the flexibility and resilience we all need to weather this pandemic. While it was difficult to begin my duties during such a strange set of circumstances, I'm proud to say that Religious Education at Starr King perseveres.

RE Classes - This year, religious education classes have been for students between the ages of 5 and 12. I regret that I haven't been able to connect to our toddlers and their parents, and I look forward to my ability to do so as we renegotiate normalcy. While it has been difficult at times to teach a lesson simultaneously to a kindergartener and a 3rd grader, I have been impressed with the kindness, inclusivity, and leadership of our older students. They have done a great job learning and playing with their younger peers.

We were lucky to be able to meet in-person in autumn, enjoying conversations and games in the parking lot of the fellowship, as well as hikes to Quincy Bog and Rainbow Falls. In lieu of a normal Christmas celebration, I created holiday care packages for our participants. These included a picture book about culture, a gratitude journal, mindfulness materials, stress balls, and instructions for a scavenger hunt. As winter set in and COVID cases spiked, I was relegated to a digital position. RE met weekly on Zoom, where we played improv games to bolster confidence and communication and listened to a myriad of stories from all over the world. Attendance averaged around 4 participants. I must express my gratitude to the parents that helped to facilitate outdoor gatherings during the winter. Although I was absent, my heart was warmed by the fires you lit, and I was thrilled by the hills you sledged down - well done!

Youth Group - Starting this position, I knew it was of the utmost importance that the youth group meet in-person. Our teenagers were adamant that meeting online simply didn't work, and so we never have! With the help of skilled facilitators Bob Clay and Jessica Dutille, we have continued to give our participants a bi-monthly space to be together, think deeply, speak freely, and snack enthusiastically. It's been an honor to lead the group in opening meditations and partake in both the games and discussions. Attendance averaged around 8 participants. I am excited to keep participation and enjoyment high as we move towards planning our 2022 service trip to Nicaragua.

Service - Working alongside Rev. Linda Barnes, Sarah Dan, and all members of the worship / tech team has been a joy. Sharing weekly stories has been a highlight of my position, and it has also afforded me the opportunity to share more of myself with the fellowship as well. I so appreciate having the freedom to contribute my poetry, my voice, and my culture to this community. I also have relished the opportunity to lead weekly meditations on Facebook!

I must express my gratitude to all members of the RE committee, teachers, substitutes, parents, and everyone who has supported and welcomed me. I am excited for my second year as Director of Religious Education, and happy to help guide us back to a new sense of normalcy.

Ever Forward, Tatum Barnes

DIRECTOR OF MUSIC

“My Mission is to spread the good news of Unitarian Universalism through music. I do this with community singing, shared ministry, and active participation in the Association”

This is the way I prioritize my time as your Director of Music. Needless to say, this past year has presented challenges in that mission, and how it is carried out. So here we go:

Community Singing: We were blessed with good weather in the Fall, and the opportunity to meet as a choir at the Hazelton Farm in Hebron. Socially distanced, masked, and mindful of our risks, we were able to gather and make music. Sometimes we recorded it for use in worship services throughout the year (that meant singing Silent Night in October!), and sometimes we just sang for the joy of singing together. When winter showed up, all of that moved to zoom. There, we sang in our own spaces hymns and music that would be used in worship, focusing on a song that we could share together. Now that Spring is here, we will continue to find ways to meet together as a group and sing, in whatever capacity we can. I am so appreciative of the choir for staying together and supporting these unusual efforts and participating when we can meet in person. And, I miss singing with all of you in person. Really miss it.

Shared Ministry: Every time you joined a zoom meeting you were part of shared ministry. None of our worship services, or other meetings could have happened without your sharing our efforts with you. So, thank you. Regarding worship, the shared ministry of the tech team has been amazing. Founded on the volunteer work of Ian Halter and Kathy Kelsey from the Spring of 2020, a different tech crew emerged to support the efforts of your professional staff in presenting worship on Sundays. These folks were willing to be cross trained and committed to bringing Starr King to your homes. Of course, we were so blessed to be joined this year by Tatum Barnes, our Director of RE. Becoming part of a staff group and a fellowship with limited interaction among the community must have been difficult, and I am so happy in the ways in which we work together. And, our beacon of belonging together rests with Rev. Linda Barnes. Her commitment to this community, and collaboration among staff and volunteers is unparalleled. I am so grateful.

Participation in the Association: This year, the music program was able to stretch beyond our walls to include folks within the faith. Through the weekly Morning Meditations on Facebook, we have reached folks both within and learning about Unitarian Universalism. We were able to tap into resources provided through the UUA to enhance not only our worship services, but our social action and education growth. I was honored to provide music for several other UU affiliates; the UU Church of Ann Arbor, Michigan and the UU Action New Hampshire. And, I didn't do these things in a vacuum – there were volunteers who helped me make recordings, managed zoom links and offered their time. It made me feel less isolated in our ministry.

I am hopeful about our future because I have seen us be resilient as a community to stay together and spread our collective Mission. I am grateful to the scores of volunteers who trust us to make this ship of love float. And I am blessed to serve as the Director of Music at Starr King UU Fellowship.

Onward!
Sarah Dan Jones

FINANCE COMMITTEE/TREASURER'S REPORT

The Finance Committee and Treasurer actively manage the financial affairs of the Fellowship throughout the year. Finance Committee members for FY21 included Janet Englund, Chair, who also serves as Treasurer, Nancy Chaddock, Tom Hahn and Susan Jacobs. We are supported by both our Office Administrator/Bookkeeper, Lisa Olech, and an outsourced bookkeeper.

Following a year in which many new processes & procedures were implemented, we had a very active year, accomplishing, in addition to our regular responsibilities - which include developing the annual operating budget, monitoring, tracking & reporting on all financial activity, working with the Stewardship Committee to establish the annual pledge drive goal and overseeing the investments of the Endowment Fund - the following:

- Continued to adjust to and fine-tune the prior year's conversion of our accounting software, QuickBooks, to an on-line version. Gratefully, as without which the effective management of the Fellowship's finances during our continued physical absence from the Fellowship would have been quite challenging.
- Improved integration of the outsourced bookkeeping function while training a new outsourced bookkeeper, Morgan Business Services, following Bartlett Bookkeeping's departure.
- Created 2 new checking accounts and re-aligned funds to make disbursements and reconciliation more efficient.
- Applied for and received forgiveness of the \$20,900 Paycheck Protection Program loan previously received from the SBA.
- Negotiated the renewal of the Children Learning Center's lease for another year.
- Developed a financial dashboard report to better communicate the Fellowship's monthly financial status to the Board.
- Created and implemented a Financial Document Retention Policy to align our procedures with standard accounting and IRS procedures, which included file and document storage clean-up.
- Worked with the Board to revise and clarify the Gift Acceptance Policy.
- Managed Simple Church Giving, providing a successful on-line means for congregants to give to the Sunday Collection and Special Collections.
- Re-started the Hannaford cards fundraising effort by engaging the Office Administrator to manage the process in lieu of congregant-led in-person sales.
- Revised the process for completing annual Workers Compensation Audit.
- Continued to work with the Endowment Committee to track and reconcile Endowment requests, approvals, and disbursements.
- Developed staff compensation recommendations for FY21 and benefits options for the new DRE and his spouse.
- Researched proper way to account for and pay deferred staff salary and retroactive benefits due to the postponement of the approval of the FY 21 operating budget.

The pandemic has affected our congregation in many ways, but not the generosity and commitment of our members and friends: FY22's pledge total set a new record of \$188,254!

Respectfully submitted,

Janet Englund, Treasurer and Chair, Finance Committee

Cash & Investments as of May 1, 2021

Cash in Bank Accounts

Operating Checking	\$	96,130
Reserve Checking		75,040
Endowment Checking		2,807
Minister's Discretionary Checking		7,250
Total Bank Accounts		<u>181,227</u>

Endowment Investments

NH Community Loan Fund	30,671
UUA-CEF	303,211
Total Endowment Investments	<u>333,882</u>

Total Current Assets \$ **515,109**

Endowment Fund Investments

	Market Value	Market Value
	<u>At 12/31/19</u>	<u>At 12/31/20</u>
UU Common Endowment Fund Investment	\$ 258,558	297,829
New Hampshire Community Loan Fund Investment	29,211	30,671
Cash at Bank of New Hampshire	<u>12,637</u>	<u>6,469</u>
Total Endowment Funds	300,406	334,969

Our Fellowship's first full year of investment with the UU Common Endowment Fund went well. The total annual performance of that Fund for the year, net of fees, was an outstanding 15.3%. The New Hampshire Community Loan Fund continues to be an excellent fixed income investment for the Endowment, as it returns 5% annually.

The total market value of the Endowment Fund on March 31, 2021 is \$337,290.

The Finance Committee has responsibility for the oversight of the investments for the Endowment. The Finance Committee also calculates the maximum amount that may be distributed annually from the Endowment. For fiscal year ending 6/30/21 this amount, known as the "cap," is \$11,000.

PROPOSED FY22 OPERATING BUDGET

**PROPOSED FY22 OPERATING
BUDGET**

		FY21	FY21	FY22	INCR/
		Forecast	Budget	Budget	(DECR)
<i>INCOME</i>					
<i>Pledges</i>					
1	Current FY Pledges	144,400	143,500	160,500	12%
2	Prior FY Pledges	2,447	2,000	1,500	-25%
3	Next FY Prepaid Pledges	23,000	25,000	25,000	0%
	Total Pledges	169,847	170,500	187,000	10%
4	Non-Pledge Donations	4,800	1,500	1,500	0%
5	Collection Plate Cash	4,500	4,500	4,500	0%
Fundraising					
6	Auction	60	4,000	7,500	88%
7	Hannaford Gift Card Sales	19,000	30,000	30,000	0%
8	Hannaford Gift Card Expense	-18,100	-28,500	-27,800	-2%
9	Other	25	0	25	100%
10	Recycling	0	0	0	0%
11	Yard Sale	0	0	0	0%
	Total Fundraising	985	5,500	9,725	77%
<i>Rental Income</i>					
12	Bridge Club	0	0	0	0%
13	CLC	5,570	5,900	1,500	-75%
14	Other Rentals	0	0	0	0%
15	Tai Chi	0	0	0	0%
16	Yoga	0	0	0	0%
	Total Rental Income	5,570	5,900	1,500	-75%
<i>Other</i>					
17	Credit Card Rewards	400	400	500	25%
18	Interest Income	8	5	5	0%
19	Miscellaneous	20,900	22,370	0	-100%
	Total Other	21,308	22,775	505	-98%
	TOTAL INCOME	207,010	210,675	204,730	-3%

		FY21	FY21	FY22	INCR/
		Forecast	Budget	Budget	(DECR)
EXPENSES					
	<i>Staffing</i>				
	Staff Salaries				
	Minister				
20	SECA Offset	4,964	4,964	5,113	3%
21	Salary & Housing	64,890	64,890	66,837	3%
	Total Minister	69,854	69,854	71,950	3%
22	Director of Religious Education	13,750	13,750	15,450	12%
23	Music Director	13,648	13,648	14,057	3%
24	Musicians	875	1,250	1,250	0%
25	Nursery Care	30	200	1,260	530%
26	Office Administrator	18,892	18,892	19,461	3%
27	Custodian	1,400	1,600	4,224	164%
28	Legal & Professional Fees	3,800	5,000	5,200	4%
	Total Staff Salaries	122,249	124,194	132,852	7%
	Staff Benefits				
29	Health Supplement	5,252	5,252	6,003	14%
30	Health & Dental Insurance	2,382	2,382	3,913	64%
31	Life & Disability Insurance	1,701	2,112	1,858	-12%
32	Pension	8,380	8,380	8,630	3%
	Professional Expenses				
33	Minister	3,800	8,000	8,000	0%
34	DRE	1,200	2,000	2,000	0%
35	Music Director	450	2,000	2,000	0%
	Total Professional Expenses	5,450	12,000	12,000	0%
	Total Staff Benefits	23,165	30,126	32,404	8%
36	Payroll Taxes	3,575	3,575	3,862	8%
	Total Staffing	148,989	157,895	169,118	7%
	<i>Building & Grounds</i>				
	Utilities				
37	Electricity	4,300	4,000	7,500	88%
38	Heat	2,600	3,500	0	-100%
39	Water & Sewer	740	740	740	0%
	Total Utilities	7,640	8,240	8,240	0%
	Property Maintenance				
40	Custodial Supplies	500	300	600	100%
41	Inspections & Certifications	2,150	2,400	2,375	-1%
42	Landscaping	1,000	1,000	800	-20%
43	Maintenance & Repairs	2,500	2,500	2,600	4%
44	Plowing & Sanding	9,100	9,100	9,100	0%
45	Property Taxes	115	115	125	9%
	Total Property Maintenance	15,365	15,415	15,600	1%

		FY21	FY21	FY22	INCR/ (DECR)
		Forecast	Budget	Budget	
	Insurance				
46	Multi-Peril & Umbrella	3,687	3,300	4,250	29%
47	Workers Compensation	850	1,300	900	-31%
	Total Insurance	4,537	4,600	5,150	12%
	Total Building & Grounds	27,542	28,255	28,990	3%
	Programs				
	Administration				
48	Bank Service Charges	25	100	100	0%
49	Governing Board	650	700	600	-14%
50	Internet	1,020	950	1,020	7%
51	Office Expense	600	1,200	1,200	0%
52	Office Technology	210	250	150	-40%
53	Online Giving Fees	50	50	60	20%
54	Postage	400	150	400	167%
55	Software	2,000	2,200	1,926	-12%
56	Telephone	1,830	1,260	1,980	57%
57	Video Licensing	0	0	260	100%
58	Web Hosting	612	400	648	62%
	Total Administration	7,397	7,260	8,344	15%
	Ministry				
59	UUA APF	11,015	11,015	10,476	-5%
	Total Ministry	11,015	11,015	10,476	-5%
	Committees				
60	Committee Chairs	0	100	100	0%
61	Hospitality	302	200	700	250%
62	Membership	0	200	200	0%
63	Small Group Ministry	400	400	400	0%
64	Religious Education - Youth	500	1,100	1,100	0%
65	Stewardship	250	1,000	600	-40%
66	Technology	0	250	250	0%
67	Worship & Music	3,200	3,000	4,200	40%
	Total Committees	4,652	6,250	7,550	21%
	Total Programs	23,064	24,525	26,370	8%
	Total Reserves	0	0	0	0%
	TOTAL EXPENSES	199,595	210,675	224,478	7%
68	NET INCOME/(LOSS)	7,415	0	-19,748	100%

NOTES TO PROPOSED FY22 BUDGET

- **Lines 2 & 3:** Every year, we receive some pledge payments that were due the prior year and some pledge payments in the year before they are due. The estimates are based on past years' experience. Total FY22 pledges are \$188,254.
- **Line 4:** Non-pledge donations were higher in FY21 than anticipated primarily because of contributions made by members who did not formally pledge.
- **Line 6:** No auction was held in FY21.
- **Lines 7 & 8:** Income from Hannaford cards is forecasted to be less than expected for FY21 (\$900 vs \$1500), primarily due lack of in-person sales opportunities. FY22's budgeted amount of \$2,200 reflects Market Basket's presence.
- **Line 13:** No rental income is expected this year except from the remaining 3 months of the Children's Learning Center's lease. \$500 of monthly \$2,570 monthly rent will continue to be allocated to the operating budget, with the balance going to Building Reserves. The CLC is expected to vacate at lease expiration at the end of September.
- **Line 19:** In the FY21 budget, this line represented the amount needed to balance the budget. The FY21 forecast includes the actual amount of the PPP loan proceeds. The entire \$20,900 was forgiven and thus added to FY21 income.
- **Lines 21, 22, 23 & 26:** A 3% increase is proposed for our Minister, Director of RE, Music Director & Office Administrator. The increase incorporates the 1.2% CPI suggested by the UUA.
- **Line 25:** The standard amount for nursery care is included, although it is uncertain to what extent nursery care may be needed this year.
- **Line 28:** Represents the estimated cost of our outsourced bookkeeper, Morgan Business Services.
- **Lines 29 & 30:** The UUA has advised that health insurance premiums will increase by 10% in July, 2021 and by another 5% in January, 2022. The health supplement the Minister receives also reflects this increase. In addition, the DRE has elected to add his spouse to the health insurance plan.
- **Line 31:** The DRE did not elect.
- **Lines 37 & 38:** With the installation of the new electric boiler, all heating expense will be electricity. The FY22 expense is only an estimate due to the unknown impact of the new boiler, new solar array and CLC's departure.
- **Line 46:** Insurance expense has increased by an average of 16% per year for last 3 years.
- **Line 54:** PO Box renewal was not budgeted for in FY21.
- **Line 57:** Video licensing expense was previously split between and included in Worship & Music and RE.
- **Line 67:** Guest minister rate increased by 26%; beeswax candles are more expensive.
- **Line 68:** The FY22 projected deficit will be offset by the FY21 surplus and past years' reserves.

BLACK LIVES MATTER TASK FORCE

In her book emergent strategy, adrienne maree brown writes: *“Occupy and Black Lives Matter are two large-scale recent efforts that take this collaborative ideation to a movement level, proliferating futures from a place of possibility, of multitudinous paths forward towards a shared dream.”*

I quote this passage because it reflects the work of your BLM Task Force. Before CoVid, we offered workshops on dismantling white supremacy, led worship services, invited black speakers and musicians to share their stories and created and enlarged a social justice library.

All of that changed with CoVid. The Task Force led a 2020 virtual summer service about what we had done in the past and talked about ideas for the future, but we had no specific plans on how to move forward with the work.

In the meantime, I had learned about the UUA program “Widening the Circle of Concern” and decided to lead a study group on the book. At our first gathering someone mentioned how hard it is to know how to be an active bystander in these troubled times. I mentioned that concern at our next BLM Task Force meeting and we were “off and running”!

A month later we held our first **Sunday afternoon workshop** on being a bystander to racial harassment. The following month **Paul Phillips** led us through the steps an active bystander could take if they witness what looks like police brutality.

In January **Dr. Suzanne Gaulocher** talked about the “Social Determinants of Health” and in February we invited **Dr. Erick Lansigan** from Hanover, NH to continue that conversation.

Our topic for March was the NH Bail and Bond Fund and our speaker was **Livia Gershon** from the Nashua UU Church. In April **Nancy Chaddock** helped us to understand the links between the climate crisis and racial justice.

As you can see - the topics varied widely, but the **goal of helping us to become more aware of our white supremacy culture and the way it impacts people of color** remains the same. On Sunday, May 23rd at 2:00 p.m., **Michael Kim Cuddihy**, co-founder and co-director of the Plymouth BLM chapter, will be our speaker. Michael will share his experience with anti-Asian violence in the Plymouth area.

I hope you will join us.

Cindy Spring

Also: Nancy Chaddock, Suzanne Gaulocher, Paul Phillips, Eric Stern and Stew Weldon

BUILDING & GROUNDS COMMITTEE

The Building & Grounds Committee, has actively managed the property of the Fellowship and met on Zoom throughout the year.

Committee members for FY 21 included Jennifer Gentry, Chair, Ray (Babe) DeRaymond & Brian Haskins, Richard Odman, Jim Hostetler, Don Crowell & Bob Clay.

On July 1, 2020, when I became Chair of the B&G Committee, we were still in the midst of the pandemic and I/we (the rest of the Committee) were taking over the helm from Paul Tierney - no pressure there! The best part of being Chair of B&G is working with "The Guys" on the Committee, I have to say, we have a great team!

We began by separating the job responsibilities: Jennifer Gentry (General Oversight, Management & Budgeting); Ray (Babe) DeRaymond (Heating, Cooling & Plumbing), Richard Odman (General Building Maintenance), Jim Hostetler (Grounds), Don Crowell & Brian Haskins (Back up Guys) & Bob Clay (Emergencies).

During this past year, access to the Fellowship was limited due to the pandemic. Even though it was challenging at times to schedule appointments, the B&G Committee did a wonderful job in responding to all repairs & maintenance requests. Thank you to each and every one of "The Guys" for stepping up when needed.

- **General:**

- 1] Hired Heidi Carter in September 2020, to clean the parts of the building not used by CLC.
- 2] Held Fire drill for CLC in November 2020.
- 3] New doors signs were ordered & put on the doors of the Boiler Room, Sprinkler Room & Storage Room in January 2021.
- 4] Sprinkler Room was organized in January 2021; cleaning products, all light bulbs, B&G files, misc. repair parts & old financial records are now located in this room.
- 5] Worked with the Director of CLC (Alison) to maintain pandemic protocol inside the building, as well as make any necessary repairs or maintenance.
- 6] Obtained snowplowing contract from Clements landscaping.

- **Grounds:**

- 1] Scheduled & held three well-attended Yard Clean-Up days in 2020.
- 2] Mowing was done by Jim Hostetler from July – September 2020.
- 3] Pachysandra was donated by Patsy Kendall & planted in the front by Margaret S., Danni S. & Jim H. - September 2020.
- 4] Removed split rail fence (falling down); also cleaned up area outside office windows in November 2020.

- **Inspections completed:**

- 1] Elevator & Fire inspections 8/21/20
- 2] Backflow inspection 9/25/20
- 3] 5-year Internal Inspection on Wet Riser & 10-year Dry Sprinkler Head Testing 10/13/20
- 5] Fire extinguisher Inspection 3/18/21
- 6] Boiler Inspection 5/4/21

- **General maintenance overview:**
 - 1] Light bulbs & batteries have been replaced throughout the Fellowship as needed.
 - 2] Mini-heater pump filters have been inspected & cleaned monthly by Babe.
 - 3] Smoothed out sand mounds in lower parking lot; added rocks to culvert at entrance to lower parking lot & replaced broken bluestone at top of stairway. Work done by Tuck Property Maintenance in August.
 - 4] Moved DRE/MD furniture to office next to Minister's; moved by Babe, Don & Jennifer - September 2020.
 - 6] Toilet seat & handle were replaced in downstairs bathroom by Babe - September 2020.
 - 7] New vinyl sign for Sunday Services was hung on front marquee by Babe -September 2020.
 - 8] Elevator lock stopped functioning properly; hired AWA elevator company to fix it. They discovered the elevator CPU (computer) was also malfunctioning. The CPU was removed & then repaired - November 2020. Note: a new CPU would have been \$\$\$.
 - 9] Garbage disposal in kitchen stopped working in October 2020. Squam Lake Plumbing removed it, but we did not have them replaced it. Note: there is another disposal in the kitchen from when the kitchen was remodel in 2019.
 - 10] Installed new modem power strips in Sprinkler Room. Our Admin & the CLC Director had to climb a ladder in order to reboot the server. Done by Marc Rondeau in Nov. 2020.
 - 11] Maintenance on the 27-year-old boilers was done in November 2020 by Dead River. Only issue was a fan had burnt out to one of the relays & low water pressure was discovered; both were fixed.
 - 12] A tree fell onto ground on east side of building in March 2021, Richard cut up for firewood.
 - 13] Utility sink metal drip pipe was replaced by PVC pipe by Babe & Brian in February 2021.
 - 14] Auction sign received a new coat of paint, by Richard in March 2021.
- **B&G worked with Green task force on solar panel project:**
 - 1] Babe & Brian (B&G) met with Ted (Solar Panel) in March 2021 to mark which trees needed to be cut down for the solar panels.
 - 2] Trees were cut down in April 2021. We now have two BIG piles of mulch and a pile of logs to cut up for fire wood. Babe, Brian & Bob were there to supervise/direct traffic.
- **Big Projects overview:**
 - 1] Painted Outside Building (old section); last painted in 2007, painted by Richard Odman, with help from Babe & Brian who set up the scaffolding in - August 2020.
 - 2] Removed Boiler Room Sink & Cabinets; done by Babe in August 2020. A new utility sink & faucet were purchased & installed by Squam Lake Plumbing - September 2020.
 - 4] Painted Sanctuary Walls; painted by Richard Odman & Stew Weldon in October 2020.
 - 5] Repaired Drainage Erosion (on Morgan Drive next to fellowship); hired Clements Landscaping to fill the eroded ditch - October 2020.
 - 6] New Boiler; Babe met with Green task force and Paul D'allesandro to help him get the information needed to give us a bid on a new boiler.

BUILDING USAGE

Usage of Starr King UU Fellowship facility was halted to members and friends in March of 2020 and continues to be limited to those handful of people who have kept our services reaching all of us through live streaming each Sunday. With the guidance of the Pandemic Response Team, masks, sanitizer, and social distancing has become the rule within the Fellowship. Special arrangements were implemented for members needing to come into the building, and we have been vigilant in adhering to the protocols put into place during this year. Everyone's understanding and patience was, and continues to be, greatly appreciated.

The CLC daycare has been fully operational this year with several quarantine situations due to Covid exposures, but the daycare remained open throughout and has kept us apprised of each situation. The Starr King staff returned to the building in September, 2020 and fully practiced the safe health guidelines during this time in relation to the proximity of CLC.

Zoom became our sanctuary, conference room, and classrooms. We ran two Zoom accounts throughout the year in order to meet everyone's needs. While it certainly cannot replace being together with our groups and committees, it has opened the way for future meetings even after the pandemic is over when weather or circumstances do not support coming to the Fellowship.

Unfortunately, outside meetings and groups did not add to our budget this year. It is hoped that we can begin to welcome folks back this fall. It is also hoped that events like our Annual Yard Sale, Got Lunch program, and Auction can once more be held at the Fellowship in the upcoming year.

Respectfully submitted,

Lisa Olech,
Office Administrator

CLIMATE ACTION

The members of this group, or Team as we call ourselves, are Kathy Hillier, Margaret Salt, Suellen Skinner, Stew Weldon and chair, Nancy Chaddock. We were pleased to add Suellen to the Team in January.

In the fall of 2021, we developed a process that carried us through this year: We met via Zoom twice a month. At our last meeting each month we decided on the subject we wanted to spend the next month researching for an article to be published in our Fellowship's newsletter the following month. During all of our monthly meetings we shared our growing knowledge of climate-related subjects as these came to our attention and interest. Usually, one of the team members took the lead on the research and writing of the subject chosen by the Team and then it was reviewed and finalized by the full Team. Stew Weldon had an important additional task: to provide us with an illustration to accompany our article of the month. He had free rein to create whatever he thought his illustration should look like and we were always delighted by what Stew created to accompany our monthly article.

Here is a list of the subjects we covered monthly and what will appear for May and June in the Fellowship's monthly newsletter:

September	Green New Deal	February	Fossil Fuel Divestment
October	Economic Justice	March	Growing Food Locally
November	Lighting Our Homes	April	Recycling at Our Dumps
December	Sustainable Gifts	May	The Plastics Problem
January	Our Climate Library Books	June	Reducing Plastic at Home

For those of you who would like to see all the above articles together in some form, we are planning to make that available to you in the new fiscal year.

We created a climate library to be housed at the Meetinghouse and placed an initial dozen books there for borrowing by our Fellowship members and friends. The Pandemic made borrowing difficult. We look forward to the ability you will soon have to peruse these books.

The Pandemic provided the Team with an opportunity to focus on learning and sharing much about climate change issues and the work in process to help reduce the carbon and other contributing problems. The Pandemic also made us keenly aware that the "action" part of our name can fully materialize only when we are able to engage with you in person. The prospect of that future engagement with you is what has kept us working with enthusiasm these past many months.

COMMITTEE CHAIRS

The chairpersons (or appointed representative) of committees meet once a month with Reverend Linda Barnes, coordinated by Jane Clay, vice-president of the board. We began meeting in October on the second Wednesday via Zoom, with most meetings lasting no more than 90 minutes. All committees held Starr King's mission and vision statement as the focus of their work. Monthly reports were requested by Jane 5 days prior to the meeting and those received were sent to all with the agenda. Oral reports provided updates, but several committees did not meet regularly during the pandemic. Committees represented consistently are as follows: climate justice, endowment, religious education, budget/finances, building and grounds, stewardship, worship associates, tech team, pandemic response, Soul Matters facilitators, pastoral care. As we return to in-person gatherings in the future, work will begin in areas of membership, fundraising, and more!

Committees that seemed to meet regularly, mostly by Zoom, included climate justice, building and grounds, endowment, budget/finances, stewardship, and of course, the Pandemic response. Discussions included ways to improve communication with the wider fellowship family, reopening to in-person meetings, Sunday worship technique now and in the future, committees needing support from all of us, the challenge of reaching out to visitors and potential members virtually, how 2021-2022 will look, and more.

Submitted by Jane Clay

COMMITTEE ON MINISTRY

The Committee on Ministry (C. on M.) meets monthly with the Minister to discuss activities of the Minister and the “ministering” role of the congregation. During the pandemic, it has been doubly important to continue regular meetings, because we have been faced with unusual challenges that required attention and support.

Committee members Margaret Salt, Babe DeRaymond, Olivia Saunders, Jessie Marunowski, and Suzan Gannett met with Rev. Linda via Zoom, which worked out very well, although we would have preferred in-person meetings.

The inability to hold in-person Sunday services and other meetings and activities, posed many problems – both social and technical. With Rev. Linda’s enthusiastic leadership and creativity, the congregation stepped forward with practical solutions that allowed us to meet virtually. We were a fortunate congregation as many other congregations were not able to do this. The high level of participation in Sunday Services, the Youth Group, and some of the other committees, shows the commitment of our Members and Friends to “minister” to each other. There was a great determination and follow-through to keep our Fellowship active.

With the time and energy Rev. Linda has brought to overcome this year’s difficulties, we do hope she is taking enough “rest and renewal” time!

The committee also discussed future possibilities for when we will begin meeting in person again. Of course, we will follow recommended medical advice and begin activities as we safely can. And, we can continue with some of the innovations and new lessons we have learned as a result of the pandemic.

Olivia Saunders

Committee member

ENDOWMENT COMMITTEE

Committee Members: Fred Kelsey, Amy MacDonald, Jim Hostetler, Jennifer Gentry, Don Crowell

As with all things this year, the work of the Endowment Committee was affected by Covid 19. We met 4 times, all via Zoom, and handled all requests for funds via email approval. There were some glitches in this system, but we seem to have it all fixed now. As of this writing, requests for funds were down as travel and in person conferences were cancelled, but as a result of that, we had the ability to supplement the monthly outreach programs and will continue this until the end of the fiscal year. Since endowment funds do not carry over from year to year, the philosophy of using unrequested funds to support many community groups has allowed us to use them to further the mission and vision of both the endowment fund and the SKUUF fellowship.

Before we present the financial details, we must acknowledge the dedicated work on this committee by two members whose terms are up this year. Fred Kelsey served much of his time as chair of the committee and set a great example of how to use the funds to benefit SKUUF and the larger community and was also excellent at listening to all voices. Thanks Fred! Last but not least, Amy MacDonald served her term with thoughtful purpose, as she does all things. She also served the last year as secretary, keeping the minutes and keeping us honest! We will miss you both.

The budget for FY 20/21 was \$11,000.00, of which \$7,119.59 of requests are approved to date. The figures below represent general categories of how the funds were disbursed:

UU General Assembly Costs-\$1200.00
Black Lives Matter Training and Materials-\$536.96
SKUUF Treasurer Materials-\$156.90
Climate Action Materials and Supplies-\$156.00
Monthly Outreach Funding-\$4000.00 (to date)
 These were the following organizations:
 Plymouth Area Community Closet
 Pemi-Baker Youth Center
 Voices Against Violence
 NH Bail and Bond Fund
 UUSC Central American Migrant Justice
 Plymouth Area Got Lunch
 Plymouth Area Renewable Energy Initiative
 Doug DiCenzo Camp Fund
 Little Free Library-\$1000.00
Total- \$7,119.59

Looking forward to 2021/2022 year and some sense of normalcy?

Respectfully Submitted,
Endowment Committee

GOT LUNCH PLYMOUTH 2020-2021

Minister Sarah Stewart and interested Starr King members met in 2011 and early 2012 to explore possibilities for a local social justice project. With a study of needs and our resources, as well as a concern for long term sustainability, we agreed to begin a summer lunch initiative to fill a need that was unmet. The model expanded to include people from other faith communities and those who were not affiliated with churches, and it has grown to include people across our community. The concern has been to establish a viable project that would be sustainable beyond the lifetime of individuals and organizations, providing support for children throughout the year. Our view has been that community wide ownership would best support a healthy view of nourishing our children going into the future. This pandemic year has been a challenge! The Fellowship has been our home base since our founding, and it has been a wonderful site for food storage throughout the year as we have made thrifty purchases from the state food bank when nutritious foods like tuna fish and peanut butter became available. Prior to the pandemic the rental of the nursery space meant that our summer packing space was no longer available to us, so Got Lunch had to locate a new summer home in 2020.

Fortunately, PSU made space available to us on an emergency basis for a few weeks over the summer and we were able to work out of one of their buildings. Hardy volunteers moved our supplies to one end of their dining hall in May, and we were able to pack and distribute bags weekly to drive by families in the summer of 2020. To maintain safety, we worked with few volunteers, wearing masks and gloves, and following safety guidelines.

This year we hope to use upstairs areas of Starr King plus the upper parking lot, with only a few vaccinated volunteers, to deliver food directly to families as we did in the past, and plan to serve about 100 students. We have been the recipients of several unexpected, large grants and donations, and are well positioned to do our work in the coming year. We are so grateful to the community and friends at Starr King for the long-term support and help to meet the needs of the children here.

Submitted by Margaret Salt

Got Lunch! Plymouth

Nancy Chaddock , Treasurer

Louise Randall , Food Manager

Joe Kelaghan, Steering Committee

Jess Marunowski, Steering Committee

MEMBERSHIP REPORT FOR 2020-2021

Membership has been inactive during this year of live streaming Sunday morning worship and many Zoom (virtual) meetings for several small groups. The virtual format has allowed people near and far to join us and Sunday mornings have demonstrated consistent numbers in attendance, not of just members and friends but of new people. The chat room format following worship allows for a smaller group to welcome visitors and learn something from each other. Linda has also talked with visitors when they contact the fellowship.

When we return to the sanctuary (in-person worship) live streaming will continue to reach our members and friends who are unable to attend for a multiple of reasons, such as health concerns, distance, transportation. We will have new people visiting in both spaces, our sanctuary and virtually. The membership committee will be renewed and seek assistance from everyone.

Submitted by Jane Clay

As of the printing of this report, we currently have 134 members and 41 friends.

NOMINATING COMMITTEE

In March, Danni Simon, Nominating Committee chair, met with Reverend Linda, Mary Crowell, and Jane Clay to discuss possible candidates for positions opening on the Governing Board, Endowment Committee, and Nominating Committee for the next fiscal year

After many phone calls, emails and texts, the Nominating Committee is submitting the following candidates for election.

GOVERNING BOARD

Janet England, Treasurer (2021 to 2024)

Janet joined Starr King in 2017 and currently serves as Treasurer on the Governing board. She also sings in the choir, manages the annual auction and chairs the Finance Committee. She served on the Board of Trustees at her previous congregation in Croton-on-Hudson, NY as a Trustee, Secretary and Treasurer, and was involved in fundraising and strategic planning. After retiring from Citigroup in 2013, where her career encompassed law, real estate and mergers & acquisitions, Janet taught English as a Second Language at a community college in NY until moving to NH full-time. She currently teaches ESL part-time at Pemi-Baker Literacy in Plymouth, where she also serves as President of the Board. Janet is married to Jennifer Gentry and they divide their time between Campton, Six Mile Island on Lake Winnepesaukee and Illinois, where Jennifer maintains business interests.

Diana Pamplin, Trustee (2021 to 2024)

Diana was born and raised as a Unitarian Universalist. She attended the Danvers MA UU church as a child right up through her high school graduation. When she moved to Plymouth as a college student, she felt immediately drawn to Starr King UU Fellowship. She volunteered with an after-school program that was held at Starr King, attended many Friday night circle dance sessions, and even tried a couple of Sunday morning services. As she grew further into adulthood, got married and had a child, she began to feel an even stronger pull to connect spiritually. She started coming to Sunday morning services and felt a connection that reminded her of her first church home. Starr King was warm and welcoming, it was exactly what she needed. She and her family have now been attending SKUUF since 2008, and it is a place where they have come to feel quite comfortable. Diana a fellowship member and has served on the Religious Education committee off and on over the last 10 years and has volunteered to teach RE classes as well. It has been her honor to serve on the Board for the past two years and would be thrilled to have the opportunity to continue on the Board for a three-year term.

Richard Odman, Trustee (2021 to 2024)

Richard Odman's formal association with Unitarian Universalism is relatively recent (2018), but his world view has long aspired to UU principles. He is presently a member of our Building and Grounds committee, where he has distinguished himself, paint brush in hand, while climbing our UU ladder to the heights of Starr King. Richard brings to the board the ponderings of a seminarian and the sensibilities of a farmer. Oh, and if SKUUF ever gets a church cow, Richard has offered to do the milking.

ENDOWMENT COMMITTEE

Donald Crowell (2021 to 2022)

Don Crowell has been affiliated with SKUUF since about 1997. He has served in many capacities, including being a governing board member, can recycling czar, yard cleaner upper, and youth group leader. He is currently chair of the Endowment Committee and would like to serve again next year in that capacity. He values his connections to SKUUF for the sense of community with like-minded individuals and as a great source of support for his family.

Bob Gannett (2021 to 2024)

Bob Gannett is a life-long Unitarian who joined Starr King back in 1983 with his wife Suzan. He came to this area from Massachusetts back in 1976 to work at radio station WPNH in Plymouth, which was followed 12 years later by a brief career in the food industry as a co-owner of Gely's - Food with a Flair, which led him to his last career as an early childhood educator at the PSU Children's Center where he was a preschool teacher for 23 years. This year he and Suzan will celebrate 45 years of marriage. They are the proud parents of two, grandparents of four, and are extremely lucky that they all live in NH and so they get to see them (and hug them) often!

Marcia Schmidt Blaine (2021 to 2024)

Marcia Blaine is a long-time member of Starr King, having joined when she, her husband Quentin, and their then-young children Becca and Chris moved to Plymouth in 1991. In return for what she receives from SKUUF, she has served for several years on the Starr King board both as an at-large member and as Treasurer. She also enjoyed many years of singing with the (awesome) choir. As of May, 2021, she is a retired history professor and college administrator who studies 18th-century women and power, the cultural history of the White Mountains, and academic leadership.

NOMINATING COMMITTEE

Bill Trought (2021 to 2024)

Bill Trought was born in New Bedford, Massachusetts and educated at Holy Cross College and Tufts University School of Medicine. He is married to Betty Ann and has two children, Joshua and Dara. He has lived in Massachusetts, Pennsylvania, Virginia, South Carolina, North Carolina, & New Hampshire, He served two years in the US Airforce, and has been on the faculty of Duke, East Carolina and Dartmouth. He has been a member of Starr King since 2005, and has served as a Board Member, Small Group Facilitator, Stewardship Chair, yard cleaner-upper, yard sale seller, and end-of-year cook-out cook,

Respectfully submitted,

Danni Simon, Linda Haskins and Deedie Kriebel

PANDEMIC RESPONSE TEAM

The members of the Pandemic Response Team: Susan Scrimshaw, Joe Kelaghan, Suellen Skinner, Rev. Linda Barnes and Mary Crowell.

This team was formed to help guide the Fellowship in making decisions about gathering during the Pandemic. In the spring of 2020, because the Children's Learning Center increased the risk of infection to our staff, staff moved to working from home. Sunday Services were held in the Sanctuary with a skeleton crew of about five people. The office administrator came in at night to complete necessary work in the office.

The team met in August with representatives from the Children's Learning Center to determine how best to use the space allowing for our staff to return to the building and keeping everyone safe. Spaces were clearly marked as Starr King or CLC and reducing common space. Masks were required to be on while in the building. Hand sanitizer was made available at all entrances. The DRE/Music Director's office was moved to the former Soul Matters gathering room and the CLC's nursery was moved to old DRE office.

With masks required and social distancing, it was determined that a larger group could be in the sanctuary on Sundays. With the door to the Fellowship Hall opened, 8-10 people could safely move about and Sunday services continued. Following these recommendations, the Youth Group started meeting in person in the Sanctuary/Fellowship Hall as well.

The team continues to meet when necessary, as CDC recommendations are continuously changing and updating as well as more people are getting vaccinated. The work will continue so that we are able to be able to gather safely in the fall.

Respectfully submitted,

Mary Crowell

PASTORAL CARE COMMITTEE

The Pastoral Care Committee serves the members and friends of the Fellowship in times of need. In a more typical year, we could meet once per month to review and address the needs among our people. Our support includes meals after a medical procedure or illness, rides to appointments, visits, and cards. This year, because of the pandemic, we were unable to meet regularly in person, nor were we able to be as physically present with people as we had been. It was hard to know when people were in need.

We did our best. Early on we contacted the Smooth Sunday Leaders to ask that they check in with their teams and let us know if people needed our care. We met once outside on the deck of our Fellowship as this group has a strong preference to meet in person. As fall moved into winter, it became too cold and dark to meet outside in person. At that time, we communicated by email as needs became known to us. We provided meals to a few families as needed. We also made phone calls and checked in with our people as best we could.

This year has been challenging as people have put off medical procedures to avoid being in public spaces. Partners and families were not allowed to accompany their loved ones to appointments, procedures, or even for emergency room visits. It was deemed just too risky in light of possible Covid infection. This was simply not an easy year to take good care of one another we look forward to being together again soon.

Members of this committee include Rev. Linda Barnes, Thad DeFauw, Linda Haskins, Connie Maatta, Mary Tierney, Bill Trought, and Stew Weldon.

RELIGIOUS EDUCATION

Committee members: Jessica Marunowski and Diana Pamplin.
Nancy Dowey, Chairperson

The Religious Education Committee has not met in person during COVID-19. I frequently check in with Tatum Barnes, the RE Director, for any support he may need with planning or events. We have assisted with some outdoor events.

We are all looking forward to when we can meet in person.

Submitted by
Nancy Dowey

SOCIAL JUSTICE OUTREACH

Throughout this difficult year, your monthly donations supporting organizations working for peace and justice have continued unabated. Whether it's funding victims of disaster in Iowa or providing food for those in need in New Hampshire, you have been generous in your support. Your donations have provided assistance to the following organizations:

September: Unitarian Universalist Service Committee (UUSC) - Iowa Derecho	\$1,275
October: Rock the vote	575
November: Plymouth Area Community Closet	2,415
December: New Hampshire Food Bank	2,290
January: Pemi Youth Center	2,000
February: Voices Against Violence	1,150
March: UU Action NH: Bail and Bond Fund	1,400
April: UUSC - Central American Migrant Justice (to date)	800
May: The Bridge House	

The need is great, and every check we send impacts lives and provides hope and assistance. Your donation is so appreciated!

Gratefully,

Katherine Hillier
Outreach Coordinator

SOUL MATTERS FACILITATORS

Soul Matters small group ministry continued this year. This form of small group ministry provided a means for people to deeply and regularly connect. Each group was led by one or two facilitators who provided structure for gatherings.

Because of the pandemic, all three of our groups met remotely on Zoom. We are grateful to Barbara Lambert for her pioneering work in offering her Soul Matters experience via Zoom in the years before this. Her experience helped us understand that our groups could do well in the Zoom format. The facilitators met with Rev. Linda to explore the Soul Matters packet before their own group's meeting.

Our Soul Matters facilitators were Jane Clay, Bob Clay, Judi Hall, Mary Crowell, and Barbara Lambert. Rev. Linda Barnes led the facilitators group once per month.

STEWARDSHIP COMMITTEE

Stewardship Committee: Co-Chairs-Sandy Mucci, Mary Hazelton. Nancy Chaddock, Bob Gannett, Susan Scrimshaw

We ran a unique Stewardship Drive this year. Covid precautions required us to drop all in-person activities and design a virtual campaign. We created an online packet and pledge form to replace the traditional brochure and mail-in pledge form, and held zoom gatherings instead of cottage meetings. We kicked off the drive on Sunday, Jan. 31 with our Stewardship service. Suzan Gannet created a beautiful power point as a visual affirmation of this Fellowship's commitment to our mission and vision statement, showing how this community has stayed strong and worked to live our mission during these most difficult times.

This year's drive:

- Jan.8-March 12-inspirational quotes about gratitude and generosity in Starr King View
- Jan.8- Postcard mailed to members and friends announcing upcoming virtual Stewardship drive
- Jan. 31-Stewardship service including power point and Stewardship sermon
- Jan. 31- Stewardship letter with links to all pledge information emailed to all members and friends
- Feb. 7-Spiritual Journeys Service
- Feb. 7-Feb.18- Zoom gatherings (4)
- March 14-End of campaign-Thank you power point
- Last two weeks in March-Thank you notes by snail mail

The congregation responded so well to pledging online that we will continue this practice in the future. We are also considering continuing the online links for our pledge packet. Although it was a challenge to create a new way of presenting our information, it turned out to be economical and earth friendly for us, and convenient for our members and friends. What we will not continue is zoom gatherings. Personal contact through dinners and cottage meetings will be back next year!

Statistics:

- Pledge goal-\$180,000. Pledges submitted a/o 4/14 -\$187,054
- 71 Pledging Units: 37 increased pledge, 27 remained the same, 7 decreased

It is your continued support that has made it possible for this Fellowship to remain strong and vibrant in the face of so many challenges. Your pledges for FY 2022 ensure that we will enter more normal times on a strong financial footing, ready to cultivate more love in the world and nurture more love for the world. Thank you.

Respectfully Submitted,
Mary Hazelton

SUMMER SERVICES, 2020

(Due to CoVid, they were held over the Internet using the Zoom Platform.)

June 28 - The **Service of Living Tradition** was streamed from General Assembly
Two of our members, Kathy Kelsey and Janet Englund, sang with the GA Choir

July 5 - The reading of the **Frederick Douglass Speech** was streamed. Three of our members, Nancy Chaddock, Suzanne Gaulocher and Rev. Linda Barnes, took part in the reading.

July 12 - Reflections from General Assembly, 2020 - the first "on-line" GA
Nancy Chaddock, Jane Clay, Janet Englund, Jennifer Legier, Kathy Kelsey and Cindy Spring shared their experiences and "take-aways".

Cindy Spring led the rest of the services/discussions using topics from the "Small Group Ministry" program which was run at the Fellowship in the 90's. Mary Crowell took on the technology parts.

July 19 - "Sabbath" - What does that term mean to us as Unitarian Universalists?

July 26 - Being Good for Nothing - Is there a difference between "being good" and "doing good"?

August 2 - Transitions - dealing with endings in our lives

August 9 - Checking in with your **Black Lives Matter Task Force** - what's next?

August 16 - Transitions, part 2 - dealing with new beginnings

August 23 - Meaning Making - what gives your life meaning

August 30 - The Past and the Now - where do we go from here

Sept. 6 - "Gifts Service" - bring a favorite poem or reading to share

10 to 20 participants attended each week to share stories and reflect on the topic.

Thank you to all who participated ~

Cindy Spring

TECHNOLOGY REPORT

In the spring of 2020, in-person services were closed down for the Fellowship. A small contingent including Reverend Linda, Kathi Kelsey, Ian Halter, Mary Crowell, and Paul Tierney under the direction of the Pandemic Response Team developed a system that allowed live services from the sanctuary delivered utilizing ZOOM. During the summer of 2020, the ZOOM sessions continued with Board Member Cindy Spring as host and Board President Mary Crowell managing the technology.

The Fall season started with live services via ZOOM. After several weeks of difficulties, the process was refined. By early fall, there were four members of the Sunday "Tech Team"; Judi Hall, Babe DeRaymond, May Crowell, and Sandy Mucci. The team expanded to include Susan Chadwick, Mary & Paul Hazelton, and Bob Gannett by late fall. The goal was to have redundancy for all the tasks. Under the guidance of the Pandemic Response Team, it was determined that opening the wall between the sanctuary and the fellowship hall would allow eight masked people to participate within that space. That allowed four worship-related individuals and three of the technical crew within the sanctuary, and one technical crew in the lobby to monitor and assist the ZOOM function. All services were recorded and posted to the website weekly.

On Sundays, there was one person on the computer projecting onto the wall behind the candles, one person on the computer connected to the camera running the screen share and general ZOOM process, one person on a computer in the lobby monitoring ZOOM, letting people in from the waiting room and recording the service. Also, there was usually an additional tech person to address any issues that arose. Everyone was provided with a technical order of service. Both worship and technical participants gathered before services began to review the expectations and center our energy. At the end of each service, the "breakout rooms" function was initiated for a virtual coffee hour.

During the year, the tripod, designed for a stationary camera, was replaced by the board with one designed for a video camera. A gift from an anonymous benefactor replaced the original video camera with one with much greater technical capacity, including a live streaming feature. Also, two lights were purchased to brighten the pulpit and piano areas. Lisa's duties were expanded from posting the recorded service on the website to downloading the PowerPoints and other videos for screen sharing to the computer in the sanctuary. We currently have redundancy for all positions: 3 camera, 4 ZOOM, and 3 screen.

We are anticipating having the Fellowship back in the sanctuary in the fall. There are aspects of the virtual services which provided unforeseen benefits for our members. However, the current system is very labor-intensive and requires a level of training beyond general volunteers' expectations. A task force is being convened to determine how to move forward and be together again while maintaining the benefits of a live-streamed service without "burning out" our volunteers.

WORSHIP ASSOCIATES

The Worship Associates worked throughout this year to contribute to high quality worship experiences using the Zoom platform. They met monthly (by Zoom), participated in Sunday services, and set up the chancel, as they had done in past years. This year also required that they work with the tech crew, get used to conducting services in a sanctuary that looked (and sometime felt) like a recording studio, learn to navigate a path around the camera when walking to and from the chancel, and imagine the room was full of fellow members of the congregation while looking into a camera lens. Many skills were learned, some well.

Only 5 worship associates served during most of the year. Several previous members opted out because of a need to stay socially distant or a desire not to attend Zoom meetings. One has returned, and we hope others will rejoin active participation as the COVID-19 situation improves. The Worship Associates are also looking for new members.

As background, services became remote in the second part of March 2020. Most services from then until June were conducted without worship associates. Other services included worship associates remotely. Although physical presence was not required this year, all services have had worship associates present in the sanctuary. The 5 worship associates felt comfortable in the sanctuary for 2 hours on Sundays, sharing the space with approximately 8 people, all masked and socially distant. Their physical presence provided a better flow to the service and allowed them to assist with chalice lighting, chalice extinguishing, and joys and sorrows. Their attention to setting up the chancel made sure that (environmentally friendly) fuel was always present in the chalice and the candle lighters and that beeswax candles were replaced as needed.

When things return to normal and the Fellowship can hold Sunday services in person again, the worship associates will adjust to their previous roles. They are all aware, however, that the new normal might not be the same as the previous normal. For example, services and other activities will probably continue to be streamed to congregants who cannot attend services. Skills learned this year will be adapted to situations in the future.

We are grateful for those who were able to serve as worship associates in these most unusual times. May thanks to Bob Clay, Jane Clay, Judi Hall, Joseph Kelaghan, Elizabeth Trought, and Margaret Salt.

STAFF, GOVERNING BOARD, AND COMMITTEES

Staff

<i>Minister</i>	Rev. Dr. Linda Barnes
<i>Director of Religious Education</i>	Tatum Barnes
<i>Director of Music</i>	Sarah Dan Jones
<i>Office Administrator</i>	Lisa Olech

Governing Board

<i>President</i>	Mary Crowell	2022
<i>Vice President</i>	Jane Clay	2022
<i>Secretary</i>	Stephanie Halter	2022
<i>Treasurer</i>	Janet Englund	2021
<i>Trustee</i>	Mike Randall	2021
<i>Trustee</i>	Stew Weldon	2023
<i>Trustee</i>	Sandy Mucci	2023
<i>Trustee</i>	Cindy Spring	2022
<i>Trustee</i>	Diana Pamplin	2021

Nominating Committee

Danni Simon	2021
Linda Haskins	2022
Deedie Kriebel	2023

Endowment Committee

Amy MacDonald	2021
Jennifer Gentry	2023
Jim Hostetler	2022
Don Crowell	2021
Fred Kelsey	2021

Committee on Ministry

Margaret Salt

Babe DeRaymond

Suzan Gannett

Jess Marunowski

Olivia Saunders

2021 Committee Chairs

Climate Action & Planned Giving:

Endowment

Finance

Membership

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Nominating

Pastoral Care

Personnel

Property & Maintenance

Religious Education

Soul Matters

Stewardship

Technology

Vice President

Worship Associates

Nancy Chaddock

Don Crowell

Janet Englund

Barbara Avery

Danni Simon

Rev. Linda Barnes

Jennifer Gentry

Nancy Dowey

Re. Linda Barnes

Mary Hazelton & Sandy Mucci

Jane Clay

Joe Kelaghan

MEMBERS LIST
(Prepared by SimpleChurchCRM on 5/6/2021)

Avery, Barbara
Becker, Elizabeth
Becker, Mark
Blaine, Marcia
Blaine, Quentin
Boynton, Jess (Jessica)
Cassel, Adrina
Chaddock, Nancy
Chadwick, Sue (Susan)
Chadwick, Wes
Chamberlain, Michelle
Claus, Jeff
Claus, Lora
Clay, Jane
Clay, Bob (Robert)
Coughlin, Karen
Crawford, Will
Crowell, Don (Donald)
Crowell, Dorothy
Crowell, Mary
DeFauw, Thad
DeRaymond, Jr., Babe (Raymond)
Doner, Janet
Dowey, Bill
Dowey, Nancy
Dutille, Bryan
Dutille, Jess (Jessica)
Eastman, Regina
Ellsworth, Rodger
Englund, Janet
Estes, Gigi (Gisela)
Estes, Paul
Fabian, Sarah
Flynn, Meredith
Flynn, Stephen
Frederick, Hanna
Frederick, Howard
Gannett, Bob
Gannett, Suzan
Gaulocher, Suzanne
Gentry, Jennifer
Gove, Sally
Grant, Doug

Hahn, Cappy (Catherine)
Hahn, Tom
Hall, Judi
Halter, Stephanie
Haskins, Brian
Haskins, Linda
Hazelton, Mary
Hazelton, Paul
Hillier, Kathy (Katherine)
Hoffman, Darcy
Hoffman, Eric
Hostetler, Jim
Ivosevic, Ana
Jacobs, Susan
Jansen, Christina
Jenkinson, Barbara
Kelaghan, Joe
Kelsey, Fred (Frederick)
Kelsey, Kathy (Katharina)
Kendall, Patsy
Kriebel, Chuck
Kriebel, Deedie
Legier, Jennifer
Legier, Kat (Katherine)
Leston, Chris
Levin, Coke
Levin, Selma
Lindstrom, Bob
Livingstone, Alex (Leslie)
Loranger, Ed
Maatta, Connie
Maatta, Jon
MacDonald, Amy
Manseau, Mitch
Marunowski, Jessica
Marunowski, John
Mather, Peter
McKellar, Joe
Miller, Sam
Miller, Virginia
Mucci, Sandy
Nadeau, Darlene
Nagorka, Eva
Natkiel, Lucy
Noel, Rebecca
Odman, Richard
Packard, Anne
Pamplin, Diana

**Pamplin, Jim
Parker, Henry
Parker, Pauline
Patridge, Edie
Phillips, Clarity
Phillips, Paul
Phinney, Emily
Quintal, Jan
Randall, Louise
Randall, Mike
Roberts, Erica
Roberts, Frank
Robidoux, Roger
Salt, Margaret
Saunders, Olivia
Scrimshaw, Susan
Seabrook, Sharon
Seavey, Forrest
Simon, Danni
Skinner, Suellen
Spring, Cindy
Stern, Allan
Stern, Eric
Sullivan, Amy
Sutherland, Andrea
Terry, Mary Ann
Terry, Stuart
Therriault, Lauren
Tierney, Mary
Tierney, Paul
Trought, Betty Ann
Trought, Bill
Vaeni, Arthur
Van Dorn, Ed
Verow, Ann
Walker, Bev
Walker, Gary
Weldon, Quinn
Weldon, Ruby
Weldon, Stew (Stewart)
Whiting, Anne
Whiting, Tim
Wilken, Anna**

THANK YOU

Many thanks for the commitment and hard work of the many members and friends who keep us running smoothly this year. Their care, passion, and dedication for this community is clearly evident. The unique challenges of this year make this year's THANK YOU all the more poignant.

We are also greatly appreciative of our leaders who, with such gentle care and skill, helped us all, adults and children, along our spiritual journey. How grateful we are to Rev. Dr. Linda Barnes, Music Director, Sarah Dan Jones, and Director of Religious Education, Tatum Barnes.