

STARR KING UNITARIAN UNIVERSALIST FELLOWSHIP



ANNUAL REPORT MAY 22, 2022

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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 22, 2022, at 11:00 AM. Members may attend in person or 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 5/16/21	Mary Crowell
<u>Presentation and Election of Nominees:</u>	Linda Haskins
President – 2022 – 2024 (2 Year term)	Jane Clay
Vice-President – 2022 – 2024 (2-year term)	Doug Grant
Secretary – 2022 -2024(2-year term)	Stephanie Halter
Trustee – 2022-2023 (1 year term)	John Marunowski
Trustee – 2022-2025 (3-year term)	Bob Chandler
Endowment Committee – 2022-2025 (3-year term)	Jim Hostetler
Endowment Committee – 2022-2025 (3-year term)	Susan Jacobs
Nominating Committee – 2022 -2025 (3 year term)	Mary Crowell
Presentation and Vote of 2022 Budget	Janet Englund
Recognition and Awards	
Adjournment	

Starr King Unitarian Universalist Fellowship Annual Meeting Minutes, 2021

May 16, 2021, at 11:00 AM

Call to Order: Mary Crowell

Opening Words: The Rev. Dr. Linda Barnes

Count of Members Present Stephanie Halter counted 66 members present.

Approval of Minutes of 9/20/2020: Sue Ellen Skinner moved to accept the minutes from 9/20/2020 as written, and Stew Weldon seconded the motion. All members present voted to accept the minutes in their current form. This vote was confirmed via a Qualtrics survey sent to members following the meeting.

Presentation and Election of Nominees: Danni Simon presents the slate of nominees for approval by the membership for the following positions: *Governing Board:* Treasurer Janet Englund (2024), Trustee Diana Pamplin (2024), Trustee Richard Odman (2024); *Endowment Committee:* Don Crowell (2022), Bob Gannet (2024), Marsh Schmidt Blaine (2024); *Nominating Committee:* Bill Trought (2024). Suzan Gannett motioned to accept the slate in its entirety, and Jane Clay seconded the motion. All members present voted in favor. This vote was confirmed via a Qualtrics survey sent to members following the meeting.

Presentation and Vote of 2021 Budget: Janet Englund presented the forecasted budget FY21 and FY22 in the annual report along with notes and explanations. Janet presented the highlights of the budget report to the membership. The fellowship is ending the year with a \$7,000 surplus in 2021, largely due to the Paycheck Protection Program (PPP) loan from the Federal Government, that was forgiven. The fellowship had included a portion of the rent from the CLC and the PPP money in the FY21 budget. Members followed through with their pledges in FY21. FY22 pledge income hit \$188,254, which is excellent. Hopeful to have an auction in the fall to raise needed funds. Hannaford gift cards fundraising is uncertain and the CLC lease is anticipated to end by 12-31-2021. Of the CLC rental income \$500 goes to the operating budget each month. Expenses always increase; proposed 3% COLA increase for staff, UUA health insurance increased 10% in July and 5% increase in January. Rev. Linda's sabbatical is not a factor in the budget, as the fellowship has saved for that expense. FY22 is a net loss of about \$20,000. While the fellowship has increased pledges, the growing staff and the expense of the building hasn't increased enough to cover all expenses. We are covered by reserves, and the remaining \$7,000 from last year. The total expenses are \$224,478, with 75% being from staffing. B&G is the next largest, with administration, committees and UUA Annual Program Fund, making up the smaller portion of the budget. The income totals \$204,730 with most coming from pledges. We have ample reserves, not including endowment, \$150,000 cash in the bank. Sandy Mucci made a motioned to approve the FY22 budget, Barbara Jenkins seconded the motion. All members voted in favor of approving the FY22 budget as presented. The budget for FY22 has passed. This vote was confirmed via a Qualtrics survey sent to members following the meeting.

Warrant Article: By-laws Change:

Article 9: Mary Crowell presented the proposed Article 9 by-law changes. Susan Jacobs motioned to accept the by-law changes as written and presented by Mary, Bob Gannet seconded the motion. One member asked about whether this change is restricted/tied to safety? Mary explained that it is for health and safety and clarified that it's about how we are going to hold the meetings. We can hold them only virtually if the board deems it necessary. Other than that, it could be hybrid. Quinten Blaine asked why not have it at the discretion of the board, meeting may be held virtually, hybrid or in-person? Mary discussed how the board is set to go hybrid in the fall, including Sunday Services, meetings, and so forth. Article 9 clarifies that it's within the board's purview to decide to be completely virtual. Article 6 Mary discussed states that you need to be present either virtually or in-person. Quinten says the by-law doesn't say that. Mary asked for a motion to amend using Quinten's language, which states, "At the discretion of the board meetings may be held virtually, hybrid or in-person." Paul Tierney made the motion to amend the proposed by law, and Stew Weldon seconded the motion. All members voted in favor of the amendment and to approve the adoption of the by-law changes to article 9. This vote was confirmed via a Qualtrics survey sent to members following the meeting.

Article 6: Mary Crowell presented the proposed Article 6 by-law changes. Bob Clay motioned to accept the by-law changes to Article 6 and Quinten Blaine seconded the motion. A member present asked if this precludes a hybrid meeting. Mary clarified that Article is only talking about voting and that voting says you need to be present. Votes: 2 no votes, 0 abstentions, and the remaining members present voted in favor. Danni Simon expressed concerns about not being able to vote by proxy. Mary explained that the no proxy rule is one that has been here for 40 years. This policy was not intended to address the issue of proxy voting. The changes seen today to this by-law is more about the format of the meeting. Mary explained that the no proxy rule is based on the idea that one needs to be present to hear the discussion and arguments to vote. Cindy Spring stated: the reason for no proxies is that you must hear the discussion to be able to vote. Another comment says many people feel the use of proxy voting can undermine democratic voting. Stephanie said that "I've always thought that people should be there to hear the points and any discussion that happens. Danni remarked that she recalls a time when proxy voting was allowed. Mary suggested that we table the discussion on proxy voting and send it to the board to discuss for possible future revisions. A member of the audience in the sanctuary called the question, closing discussion and moving forward with the vote. There were 0 opposed, 1 abstain, and the remaining voted in favor. This vote was confirmed via a Qualtrics survey sent to members following the meeting.

Recognition and Awards

Mary & Jane recognized: Mike Randal for 3 years of service as a trustee; the pandemic response team; Rev. Emily Burr thanked our community for being our community minister for the past 2 years. Becky Noel and Mary said thank you to Rev. Burr. Richard Odman received the Bob Ross Award for painting our building—inside and out! Suzan Gannet received The Puzzle Master Award, Ted Vansant received the Little Engine that

Could Award, The SK School of Wizardry Award was given to the Stewardship team, the Tech Crew received the Lights, Camera, Action Award, The Super Glue Award goes to our Staff, the Glue that Holds us Together Award went to our members and friends.

Minister's Annual Report

I write this in February, before I leave for sabbatical. Still, I've a little something to offer.

It is a year in which we've needed again, to be nimble. The nature of the Covid-19 pandemic has made us all keenly aware of both the human need to be in community and the danger of human community to health of that community during a pandemic. We made the best decisions we could with the information we had. I am pleased with our response, our continued support and engagement as a community. I am proud of us.

It is remarkable to have accomplished the move from completely on-line services to services that are available both to those who choose to be in the sanctuary (masked and vaccinated) and those who choose to attend via Zoom. We began this option with the start of our regular services in September under the guidance of the Pandemic Response Team. To offer one or the other formats is far simpler than it is to offer both simultaneously. It is our small team of volunteers – camera and computer operators and Zoom managers/hosts who make this possible. They have put in countless hours, engaged in hair-pulling sessions trying to figure things out, and deep anguish when things went unexpectedly wrong. Still, they kept coming back. It is amazing to me that a faith community of our size can continue to pull this off. This team has literally kept us together and kept us safe.

Staffing this year has changed a bit. Our office administrator, Lisa Olech, let us know last June that she would be leaving to take another job. In the last week of June, Melissa Howard joined us as our new office administrator. We're fortunate to have her here to keep things in good working order. Music Director Sarah Dan Jones continues to offer choir and music for Sundays. She is a skilled and joyous worship provider. She offers so much to make our Fellowship a true spiritual home. She has gone above and beyond to assure that worship is well done in my absence. Tatum Barnes, director of religious education, has worked to offer religious education in a time when our children could not get vaccinations until months after the adults, and children under 5 are still not approved to get vaccinations. Tatum offers us stories every Sunday, his presence in worship is joy.

Engagement in general has shifted to many more electronic meetings than we previously held. Soul Matters small group ministry is entirely on-line using Zoom. In truth, the groups work well as we all gather in the comfort of our own homes. Most committees meet on-line via Zoom manner as does the board. I'm pleased that we have found ways to help one another navigate the Zoom space.

The solar panels and the electric boilers were completed in the last year. We held a dedication ceremony outside by the panels to mark the occasion. It is a remarkable thing to have our building so aligned with our mission and values. I look forward to when we will be able to gather in greater numbers to once again appreciate the property that houses our community.

This year I have chosen to take my sabbatical. Jane Clay has been a great asset for sabbatical planning. She and I have worked to plan how best to cover those things that are typically my responsibility. We were able to get all Sundays during the sabbatical covered. Sarah Dan Jones agreed to serve as coordinator for all things worship. I felt very touched by the love I felt on the Sunday service before I left. I appreciate the way you have walked with me up to edge of my sabbatical. I feel respected, trusted, and appreciated. I am so very grateful to serve a Fellowship that does that. So, just let me say *thank you*.

In Faith and Love,

Rev. Linda Barnes

Governing Board

And so, it continued, the pandemic and the work of the Fellowship! This year the members of the Governing Board were Mary Crowell, President (2022); Jane Clay, Vice President (2022); Janet Englund, Treasurer (2024); Stephanie Halter, Secretary (2022); and Trustees Cindy Spring (2022), Sandy Mucci (2023) Stew Weldon (2023), Diana Pamplin (2024) and Richard Odman (2024). Stew Weldon resigned in January and in April the Board appointed John Marunowski to fill out the remainder of the year. Thank you Stew for your work and efforts on behalf of Starr King Fellowship.

Most of our meetings were held via Zoom, the exceptions being our first meeting in August and the budget meeting in April. Although we missed being together much work was accomplished in each and every meeting. Happily, we did not have to discuss or work on either the Solar panels or the boilers as they were installed and up and running this past fall, what a wonderful dedication we had in the fall.

Throughout the year conversations and work centered around, but were not limited to the following ongoing topics:

Children's Learning Center

Pandemic Response and COVID

Reopening our Fellowship and having people present again!

The Website and technology need and concerns as we move forward

Signs for the wayside pulpit and front of building

How to get more volunteers (and not burn out the ones we have)

Budget, fundraising,

Rev Linda's sabbatical

It was great to have people back in the Fellowship for in person services yet how wonderful that we continue to offer them online. Soul Matters, Book Club, Committee Meetings all take place via Zoom. We were able to connect with members and friends whether they lived in Plymouth, Concord, or Iowa. A gift that came out of the pandemic.

It has been an honor to serve on the Board these past five years, the last two as President. I am grateful to all the volunteers I have worked with and who have put in the time and effort for Starr King. It is time to be done with the commitments, but I will always be a part of this caring community.

With much gratitude, respectfully submitted,
Mary Crowell

Director of Religious Education

Religious Education (RE) Classes

This year the RE transitioned from a virtual/ hybrid offering to almost 100% in- person implementation. Moving off screens and back into reality has been immensely valuable for this fellowship's children, and it has been a joy to lead a youthful procession out of the sanctuary each Sunday. Unfortunately, we haven't been able to hold RE classes in a suitable place this year. Because of SKUUF's commitment to other organizations, RE has been relegated to the downstairs foyer. The foyer is a relatively unwelcoming space with a fair amount of foot traffic at the end of services, and while it sufficed as an adequate transitional space, the need for a legitimate classroom is evident. The major expenditures for the RE program have been four large and adorable bean bags to make the foyer more kid friendly. Children can choose to sit on an owl or a moose, and the ability to flop somewhere goes a long way. All in all, reestablishing RE in its rightful place in the fellowship should be a priority in the 2022-2023 year.

Our RE program this year served children between the ages of three and eleven. Attendance has been inconsistent. While our average classes had three students, it was not rare to teach a lesson to one or two kids. Lessons have been bolstered by Soul Matters resources. The Soul matters packet for RE provides calendar connections, UU identity and some history, readings, music, and age-appropriate activities. Stories, games, and labyrinth walks have kept RE going, as have our amazing team of volunteers. I would be remiss if I did not express my gratitude to Stephanie Halter, Jessica Boynton, Diana Pamplin, Nancy Dowey, Linda Haskins, Mary Hazelton, and everyone else who has contributed to our children this year.

Youth Group

Our Youth Group serves children ages 12-17 and continues to serve as a safe and welcoming space for our older children. The success of this space is in large part due to the skillful facilitation of Jessica Dutille and Bob Clay, who provide both love and snacks. Ice breakers, games, challenging discussions, and creative prompts keep our teenagers engaged. This group has functioned best when participants bring their own issues into the space and have the opportunity to bring forth their own wisdom to support one another. It is my hope that Youth Group continues to be a collaborative, youth-led space in the years to come.

Like RE classes, attendance was sporadic for our youth gatherings. As such, we often met monthly instead of biweekly. I know that this was a source of frustration for parents who want to maximize their children's engagement with the fellowship. When we were able to meet, we averaged 6-7 participants. Due to COVID, we were unable to travel to Nicaragua. We were also unable to begin teaching Our Whole Lives curriculum this year due to lack of trained facilitators at SKUUF. Thankfully, Rebecca Noel has volunteered to be trained at the earliest convenience. Hopefully in 2022-2023, our new normal will allow for international travel and an OWL class in the Autumn,

Service and Conclusion

It's been a joy to bring in poetry and fables from a wide range of cultures and traditions. While it has been my intention to offer language that will appeal to the youngest in the sanctuary, it is clear that these stories captivate and inspire us all. I've been proud to serve alongside your skilled worship leaders, Linda Barnes & Sarah Dan Jones. As I leave to embark on the next chapter of my journey, a father firmly rooted in Vermont, I know that you are all in the best of hands. It's been an honor serving as the Director of Religious Education at Starr King Unitarian Universalist Fellowship for the last two years.

Director of Music

As I move into the end of my first decade of service to the Starr King UU Fellowship, I am filled with wonder and gratitude for the support and inspiration I get as the Director of Music in this community.

The Fellowship began our multi-platform worship in the Fall of 2021, and we have been fortunate to continue to offer both in person and zoom online opportunities for people to gather on Sunday mornings. The choir also resumed in person rehearsals in the Fall, and I am so grateful to this steady and loyal group of singers. They take their role as leaders in worship with commitment and pride in presenting music that feeds our souls. While we have not ventured into a lot of new music this year, the willingness to gather and be present has sustained our efforts. I will be returning to the AUUMM (Musician's Network) conference this Summer and am looking forward to bringing home more inspirational music for our group.

There are so many volunteers that work hard to keep our Fellowship afloat and thriving and I have been blessed to work with many of those fine folks – from the Worship Associates to the Pandemic Response Task Force, to the Tech Team and the Board. I like to think that we members of the staff work in partnership with these amazing volunteers to carry out the Mission and Vision of Starr King.

Carrying those efforts forward was amplified during Rev. Linda Barnes' well deserved Sabbatical this Spring. We were blessed with some wonderful speakers and worship leaders who inspired us to move through change and persevere. And, while they were all gifted and special, none hold a candle to our own Rev. Linda, and I am reminded that I have the best job in all of UU Land! I was also greatly supported by the members of the Fellowship, and especially by the member of the Governing Board during the Sabbatical and I am forever grateful.

As we move into the summer respite, let's reflect on all those joys and gifts as we renew our energies to start up again in the Fall of 2022. We will still have to weather the ever-changing Covid pandemic/epidemic; we will continue to support one another in our joys and sorrows; there will still be meetings and social functions and worship to attend; and there will be a need for more love for the world and in the world.

Thanks again for continuing to employ me, to inspire me and to support each other in the year ahead.

In the Spirit,
Sarah Dan

Finance Committee/Treasurer

The Finance Committee and Treasurer actively manage the financial affairs of the Fellowship throughout the year. Finance Committee members for FY22 included Janet Englund, Chair, who also serves as Treasurer, Nancy Chaddock, Tom Hahn, and Susan Jacobs. We are supported by both our Office Administrator, Melissa Howard and our outsourced bookkeeper, Ryan McLaughlin.

FY22 has been a year of transition. We've accomplished, 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:

- Outsourced the remainder of the bookkeeping tasks following Lisa Olech's departure at the end of FY21, which necessitated the further revision of many of the financial and bookkeeping processes and procedures.
- Trained Melissa Howard in the administrative support of the Fellowship's finance functions.
- Worked with Ryan McLaughlin to totally reorganize and streamline our chart of accounts - the backbone of QuickBooks, our accounting software.
- Negotiated the renewal of the Children Learning Center's lease through December 2021. The renewal included a holdover provision (substantially increased rent after lease expiration), which was activated as CLC's plans to move to their new quarters was delayed until the end of FY22.
- Discontinued our relationship with Simple Church Giving and engaged a new vendor, Tithe.ly, to provide a more cost-effective on-line means for congregants to give to the Sunday offering and our various funds, including Special Collections.
- Completed a full audit of Hannaford card sales to address both point-of-sale and bookkeeping discrepancies.
- Developed new policy for capital expenditures.
- Completed the annual Workers Compensation Audit.
- Continued to work with the Endowment Committee to track and reconcile Endowment requests, approvals, and disbursements.
- Developed, with the Board, staff compensation recommendations for FY22 and analyzed benefits options for both Rev. Linda and Tatum Barnes.

Respectfully submitted,

Janet Englund, Treasurer and Chair, Finance Committee

Endowment Fund Investments

	Market Value	Market Value
	<u>At 12/31/20</u>	<u>At 12/31/21</u>
Investment in the UU Common Endowment Fund	\$ 297,829	310,754
New Hampshire Community Loan Fund Investment	30,671	32,205
Cash at Bank of New Hampshire	<u>6,469</u>	<u>3,842</u>
Total Endowment Funds	\$ 334,969	346,801

The total annual performance of the Common Endowment Fund for the calendar year, net of fees, was 8.2%.

The New Hampshire Community Loan Fund asset continues to be an excellent fixed income investment for the Endowment, as it returns 5% annually, regardless of investment market conditions.

The total market value of the Endowment Fund at March 31, 2022, is \$326,519. Through March of this calendar year, geopolitical tensions, and tighter monetary policy amid persisting inflationary pressures have negatively impacted the market values for investment funds.

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 6/30/22 this amount, known as the “cap,” is \$12,000.

Fund Balances and FY22 Expenditures as of May 10, 2022 & Proposed Operating Budget for FY 23

<u>Fund</u>	<u>Balance</u>	<u>Expenditures</u>	<u>Notes</u>
Operating	40,881	**	See FY22 operating budget forecast for detail
Endowment	331,415	3,644	Charitable contributions, books & classes
General Reserve	10,814	0	
Building Reserve	74,129	18,882	New boiler, painting supplies
Green Energy	4,608	600	Final boiler engineering
Jules Doner Sanctuary	4,820	7,520	Floor refinishing, carpet cleaning, new tables, linens
Furnishings	18,706	6,721	Meeting room furnishings, foyer cabinet & chairs
Mary Hazelton Music	1,603	656	Music copyright license, donation to AUUMM
Piano Maintenance	2,000	150	Air conditioning allocation
Health Benefits	3,000	0	
Sabbatical Reserve	6,535	3,465	Guest ministers, Sarah Dan's additional service
Youth Group	7,787	1,046	Cost of coffee purchased for sale
Minister's Discretionary	<u>5,054</u>	<u>3,764</u>	Various types of community assistance
Total	<u>\$ 511,352</u>	<u>\$ 46,448</u>	Total of non-operating expenditures

	Projected FY22 Actuals	Approved FY22 Budget	Proposed FY23 Budget
Income			
4010 Pledge Donations	161,000	187,000	180,000
4020 Non-Pledge Donations	8,000	5,840	6,000
4050 Fundraising Income	1,865	7,525	10,000
4060 Other Income	7,200	2,005	850
4040 Sales of Hannaford Cards	29,650	30,000	32,000
5000 Cost of Hannaford Cards	(28,160)	(28,500)	(30,425)
Total Income	\$ 179,555	\$ 203,870	\$ 198,425
Expenses			
6000 Administration			
6010 General Office Expense	1,200	2,300	1,300
6020 Subscriptions & Licenses	3,600	2,834	3,400
6030 Technology & Equipment	100	400	500
6040 Insurance Expense	5,273	5,150	5,400
<i>Total 6000 Administration</i>	10,173	10,684	10,600
6100 Building & Grounds			
6110 Cleaning & Supplies	2,873	4,824	3,572
6130 Landscaping & Snowplowing	10,600	9,900	10,000
6140 Maintenance & Repair	3,600	4,975	4,800
6150 Property Taxes	125	125	130
<i>Total 6100 Building & Grounds</i>	17,198	19,824	18,502
6200 Outsourcing			
6210 Guest Musicians	1,000	1,250	1,350
6220 Guest Ministers	615	2,490	3,135
6230 Other Professionals	9,429	5,200	9,000
<i>Total 6200 Outsourcing</i>	11,044	8,940	13,485
6300 Staff Compensation			
6301 Minister	86,076	86,076	88,869
6302 RE Director	16,760	20,176	12,789
6303 Music Director	15,132	15,132	15,889
6304 Office Admin	13,050	23,703	12,765
6305 Nursery Care		1,356	1,292
<i>Total 6300 Staff Compensation</i>	131,018	146,443	131,604
6400 Professional Development			
6401 Minister	4,000	8,000	8,000

6402 RE Director	969	2,000	1,000
6403 Music Director	869	2,000	2,000
<i>Total 6400 Professional Development</i>	5,838	12,000	11,000
6500 Program Expense			
6520 Religious Education	23	1,100	700
6530 Worship & Music	632	860	700
6540 Committee Activities	700	1,600	1,400
6550 Annual Program Fund	12,117	10,476	12,112
<i>Total 6500 Program Expense</i>	13,472	14,036	14,912
6600 Utilities			
6610 Electricity Solar	3,427		5,200
6620 Electricity Utility	7,500	7,500	5,500
6640 Telephone & Internet	3,015	3,000	3,200
6650 Water & Sewer	740	740	760
<i>Total 6600 Utilities</i>	14,682	11,240	14,660
Total Expenses	\$ 203,424	\$ 223,167	\$ 214,763
Net Operating Income	\$ (23,869)	\$ (19,297)	\$ (16,338)

Selected Notes to Proposed FY23 Operating Budget

4010 Pledge Donations	Includes payments expected to be made this year for pledges from last year, this year and next year.
4020 Non-Pledge Donation	Includes Sunday offering and other general donations.
4050 Fundraising Income	Assumes \$1,500 from a yard sale and \$8,500 from an auction.
4060 Other Income	Includes Bridge rent, VISA rewards, Amazon Smile and Bank NH interest. In FY22, included a portion of CLC rent.
4040 Sales of Hannaford Cards	This the face value of Hannaford cards sold.
5000 Cost of Hannaford Cards	This is the cost of Hannaford cards sold.
6110 Cleaning & Supplies	Impact of CLC's departure is uncertain. Includes custodian and cleaning supplies.
6130 Landscaping & Snowplowing	Impact of CLC's departure is uncertain.
6210 Guest Musicians	Formerly part of Worship & Music. Rate increased from \$125 to \$150.
6220 Guest Ministers	Formerly part of Worship & Music. Rate is \$315 plus mileage.
6230 Other Professionals	Bookkeeper @ \$750/month.
6301 Minister Compensation	Includes Salary & Housing with a 3% increase (\$68,842) plus SECA (\$5,266), Health Supplement (\$6,403), Pension \$6,884, LTD (\$895) and Life Ins (\$578)
6302 RE Director Compensation	Includes salary based on 12 hrs/week @ \$18.00/hr plus FICA @ 7.65%
6303 Music Director Compensation	Includes salary with a 5% increase (\$14,760) plus FICA @ 7.65%
6304 Office Admin Compensation	Includes salary with a 3% increase to \$15.50/hr plus FICA @ 7.65%
6305 Nursery Care Compensation	Includes salary@ \$15.00/hr plus FICA @ 7.65%
6540 Committee Activities	Includes stewardship, membership, hospitality and general.
6610 Electricity Solar	Based on current monthly charge of \$438, which will be "trued up" at the end of 2022.
6620 Electricity Utility	Impact of CLC's departure is uncertain.

Black Lives Matter Committee

We spent much of 2021 meeting over zoom, both as a small planning group and in our monthly workshops which were open to all. As we began talking about future projects, we decided it would be a good idea to meet in person to reflect together on where we had been and where we were going.

Our “Retreat” took place at the Fellowship on August 23rd. One of the outcomes was to change our name from “Task Force” to Committee. We had come together with the “task” of putting up a Black Lives Matter sign on our building. That task was accomplished over three years ago, yet the work of anti-racism goes on...

The following Sunday we lead a summer discussion/service on “Black Lives **Still** Matter”.

Dr. Suzanne Gaulocher led our September 19th workshop using the theme “Racism, not Race”.

In October we invited Joseph Lascaze, a Smart Justice Organizer for the Manchester ACLU Chapter, to lead the service. He stayed for a discussion facilitated by Rev. Linda.

The November workshop focused on Robin DiAngelo’s book Nice Racism. We asked, “How can we as white middle class liberals confront racism?”

We took a break in December.

In January we invited Marcia Morris, the Program Coordinator of the United Campus Ministries at Plymouth State to join us. She told us about the Black Student Union on Campus and their concerns.

There were two big events in February: A Candlelight Vigil and a “Listening Session”. The Vigil was held on a Friday night. Rev. Linda spoke, Sarah Dan led the singing and over 20 members of Starr King took part! The following Sunday 35 people attended the zoom session to hear from the students of color on Campus.

In March we invited Reggie Harris back to lead us in song (hope you attended!) and in April we invited the anti-racism committee members from the Plymouth UCC to join us over zoom to talk about how we can work together in the future.

Committee members are Cindy Spring (Chair), Nancy Chaddock, Suzanne Gaulocher, Paul Phillips, Eric Stern

Book Group

The SKUUF book group meets the second Tuesday of each month at 3:30 p.m. via Zoom. About a dozen of the twenty-two people in the group have joined the discussions. Group members recommend book titles that are then voted on by the entire group. The selections alternate between fiction and non-fiction. Many thanks to those who volunteered to facilitate and lead these lively discussions.

Here are this year's selections.

July 13- The Big Burn by Timothy Egan

September 14 - Death Comes to the Archbishop by Willa Cather.

October 12 - Salsa, Soul, and Spirit: Leadership for a Multicultural Age by Juana Bordas

November 9 - Murder in Old Bombay by Nev March

December 14 - The Accidental President, Harry Truman and the four months that changed the world by A. J. Baize

January 11 - Where the Crawdads Sing by Delia Owens

February 8 - Lab Girl by Hope Jahren

March 8 - To the Bright Edge of the World by Eowyn Ivey

April 12 - The Body: A Guide for Occupants by Bill Bryson

May 10 - The Death of Vivek Oji by Awaeké Emez

June 14 - Nature's Best Hope by Doug Tallamy

July 12 - The Thursday Murder Club by Richard Osman

August 9 - Educated by Tara Westover

Respectfully submitted,
Kathy Kelsey

Climate Action

We have settled on a path that will continue to unite our efforts to engage you in the actions we can take to help our planet earth. That path began to take shape in January of this year when the Climate Action Team identified 5 climate-related topics we thought to be of particular interest in terms of our individual and collective abilities to make a difference:

1. Prioritize local foods
2. Reduce/reuse/recycle plastics and other household goods
3. Encourage local planting/local ecosystem care
4. Reduce the use of fossil fuel
5. Support legislative actions and nonprofit groups doing the work

A survey was then sent out by email to all of you with a request to identify your top two priorities. We were not surprised that items 1 and 2 above had the largest number of votes. However, significant interest in the other three topics came to light in the survey. And so, each of the five topics will continue to have Climate Action Team members assigned for oversight and future development.

The Team has been busy all year long, meeting twice a month, mostly in person in the Foyer of the Meetinghouse. Here is a list of our other major accomplishments for the year:

- In November the issuance of a Climate Action Report which asked the question “Where Do We Go from Here?” The report included the Team’s articles for the monthly newsletter the year before which were focused on a good number of climate issues.
- Eight articles for this year’s monthly newsletter (with one more planned for June).
- Two important meetings held in the Sanctuary, and including participants online, following the Sunday service:

On January 23, the initial presentation of our five Climate topics

This meeting followed a service led by Rev. Linda that was focused on our changing climate.

On March 27, a presentation by Nancy Dowey, informing us about options and resources for the reduction in our use of plastics.

- The addition of 10 books to our Fellowship’s Climate Library, bringing the total to 21 books. We are pleased that so many of you are reading these books. All the books were on display in the Foyer for about a month and then moved to Macey Hall.
- A display of plastics and their non plastic alternatives, for a month in the Foyer.

We thank Stew Weldon for that creative and humorous picture of a family involved in various climate actions. And we thank all of you for your interest, input and support this year.

From the members of your Climate Action Team: Nancy Chaddock, chair; Gigi Estes, Kathy Hillier, Margaret Salt and Suellen Skinner.

Net Zero

Did you know that our Fellowship building is now Net Zero? This means that we produce as much energy as we use on an annual basis. How did we do this? In simple terms we converted our heating system from oil to electric and we produce all the electricity that the building will use in a year through our new solar array. This is quite an accomplishment for a “commercial” scale building, there are not many houses of worship that can say this, we should be very proud. But more importantly we should use this experience to let others know that they can do this with their home, business, church, or school.

There are two main projects that were recently completed that allow us to produce all the energy that we use for the building. First, we are now hosting a 34.4 kW solar photovoltaic (PV) energy system on our property. This system is estimated to produce about 41,000 kWh annually. Starr King does not own the solar equipment but instead we have a contract with a NH based company, Barrington Power, to buy all the electricity produced by the system through a power purchase agreement (PPA). We estimate that we will either save money by purchasing our electricity supply through a PPA or at least pay no more than we would from NH Electric Coop. It should be noted that most companies that offer PPA’s in NH have a minimum size of about 100kW (3 times the size of our system) but since one of the Barrington Power founders is a UU they were eager to help and do this relatively small project.

The other recently completed project is the removal of our two aging oil boilers and oil tank and replacement with two new small and quiet electric boilers. This completes the conversion to heating with electricity that we started last year by installing air to air heat pumps (mini splits) in the Sanctuary, Fellowship Hall, and upstairs foyer. And the bonus for installing heat pumps is that we now have air conditioning in these three main rooms of our building. The two new boilers will provide heat to the rest of the building.

The benefits of being net zero include: saving money, removing all fossil fuels from the building, no longer emitting emissions from burning oil to heat our building, helping reduce the amount of fossil fuel produced electricity with our electric grid, lower maintenance cost for heating and perhaps most importantly the smiles on all our faces from knowing that we are being climate leaders and walking the talk with our energy use.

Submitted By: Ted Van Sant

Committee Chairs

The chairpersons (or appointed representative) of committees have continued to meet once a month via Zoom, coordinated by Jane Clay, vice-president of the board. We began meeting in September on the second Wednesday, 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 received by Jane prior to the meeting were sent to all with the agenda. Oral reports provided updates as well.

Committees represented consistently have been as follows: climate justice, endowment, finance, building and grounds, stewardship, Black Lives Matter, pandemic response, worship associates and pastoral care. When Linda was on sabbatical, Jane reported for worship associates and pastoral care as needed. Committees that continued to meet regularly, mostly by Zoom, included climate action, building and grounds, endowment, finance, stewardship, Black Lives Matter, pandemic response, and membership. Discussions included ways to improve communication with the wider fellowship family, streamlining announcements Sunday mornings, expectations during Linda's sabbatical, more volunteers needed for tech crew Sundays, and more. Sunday worship will be continuing the same as this year, in person and via Zoom. Committee chairs continue to share the work on various projects and look forward to next year. We all seem hopeful to be back more "in-person" and in community.

Submitted by Jane Clay, Coordinator

Endowment Committee

Hello everyone, on behalf of the Endowment Committee members, Jenn Gentry, Jim Hostetler, Marcia Blaine, Bob Gannett, and Don Crowell. This year has been one where requests from the endowment fund have been steady from the members of the fellowship for many worthy purposes, such as climate activism and social justice. We have also been able to further the vision and mission of Starr King by continuing to supplement our collections for our monthly outreach, supporting local charitable organizations. A special contribution was made through the World Kitchen to support their work in Ukraine. We are proud to support both our community organizations, and the good work of Starr King members. On a personal note, I am finished with my term, but have tremendously enjoyed my time on this committee and the people I have worked with. Thanks to all!

Respectfully,

Don Crowell

Furnishings Task Force

The “Furnishings Task Force” was formed after receipt of a \$25,000 gift from an anonymous donor and includes Darlene Nadeau, Kathy Kelsey, Sandy Mucci and myself. The donors’ directive was that the gift be spent to refurbish four areas of the Fellowship. Here’s what we’ve accomplished so far:

Upstairs foyer: Our focus has been to acquire new furniture and add some finishing touches to the renovation project undertaken a few years ago.

- *What’s completed:* a newly painted entry to the sanctuary and a custom wall unit for Orders of Service and other sanctuary-related items. A new floor plan to improve flow and accessibility.
- *What’s to come:* new furniture has been ordered, a display unit is in the works, and we hope to encourage the creation of dedicated gallery space on the western wall.

Small meeting room: This room has been re-purposed to serve as a comfortable space for small groups, such as Soul Matters, to meet, as well as for Rev Linda to use to meet with congregants.

- *What’s completed:* new furniture, artwork, lighting, and carpet plus newly painted walls.
- *What’s to come:* one more chair on back-order!

Sanctuary: Although not part of the original scope of our task, after improving the sanctuary entrance it seemed only right to upgrade a few things in the sanctuary:

- *What’s completed:* four new worship tables in 3 different sizes (Per Rev Linda’s specifications), an assortment of new linens for the tables (thanks to the talents of Kathy Kelsey and Judi Hall), a new storage cabinet for Sarah Dan and two new chancel chairs.
- *What’s to come:* a new computer table to facilitate streaming of Sunday services

Downstairs conference room: Work on this room is waiting until CLC departs, but it will be set up for meetings requiring a conference table.

- *What’s to come:* repainted walls, refinished conference table and whiteboard.

Downstairs foyer: This area is our biggest project and is also awaiting CLC’s departure.

- *What’s completed:* old furniture removed, newly painted wall in entryway.
- *What’s to come:* re-purposing the space at the foot of the stairs, new furniture, new lighting, newly painted walls, new signage, a designated child-friendly area as well as a re-designed library & materials area for adults.

Finally, the administrator's office: With B&G's help (Jennifer & Richard) the office was cleaned out, old & excess furniture removed, new curtains hung, and a like-new PSU surplus desk sourced by Stephanie Halter was installed.

Submitted by: Janet Englund

Membership

Membership has been more active this year, in large part because we changed to a hybrid approach to Sunday Services. This has allowed potential parishioners to experience in-person services and meet people face-to-face.

Instead of holding the traditional “Path to Membership” classes, the membership chair has met one-on-one with those who wish to join who live locally.

Our new members are Mimi and Robert Chandler, Malick Hammond, Lawrence and Sarah Wiley, and Sue Ellen Tuttle. In addition, Richard and Jann Sparks, as well as Barbara Lambert, asked to have their status changed to “member”.

Ed Van Dorn asked to have his status changed to “friend”:

The Board recently sent out letters to seventeen members who are “no longer in the area or not able to actively participate.” The letter goes on to ask whether it would be “acceptable to change their official status to ‘friend.’” Not all the responses have been received, so I cannot provide an accurate count of members and friends.

Respectfully Submitted

By Danni Simon

Ministry Committee

The Committee on Ministry met monthly with Reverend Linda during the year 2021-22. Committee members Babe DeRaymond, Jessica Marunowski, and Olivia Saunders all met with Rev. Linda via Zoom to discuss issues related to the Ministry of Starr King.

The Pandemic continued to bring challenges and place obstacles for us; perhaps we can say it also has opened some opportunities, particularly in our ability and proficiency in holding online meetings. The Tech Team has been amazing in their ability to bring the Sunday Services via Zoom to those who are not attending in person. And it is so wonderful that we can again accommodate in-person attendance, following months of restrictions. The Safety Team has expertly monitored and advised when and how we may safely do so. Vaccinations and mask-wearing, as well as social distancing, have all been part of the plan. As the pandemic conditions change and flow, so do the adjustments to safety measures required in the Fellowship meetings.

During the Fall, Rev. Linda began planning for her Sabbatical. It is required for the Minister to take a Sabbatical at certain intervals for study, inspiration, and rest. Rev. Linda's sabbatical was originally planned for early 2021, but Pandemic conditions caused her to postpone it. The new dates were set for mid-February to mid-May 2022. Rev. Linda began to investigate providing Sunday Services in her absence by calling on Reciprocal Agreements among regional ministers to cover for one another during absences. By the end of 2021, she had most of the Sundays covered, and filled in the rest within the ensuing month. To cover for the leadership, she normally provides for Worship, Pastoral Care, R.E., Staff, and all other functions, she worked with SKUUF leadership to appoint a person in charge in each case.

Religious Education was under the capable and inspiring leadership of Tatum Barnes until this Spring, when he took a leave of absence due to family obligations – becoming a new Dad! We are all regretful that he will not be at SKUUF after that, but happy for him as he approaches retirement from SKUUF in June and the next chapter of his life. He leaves a legacy of inspired storytelling and poetry. While we look for a new R.E. Director, Stephanie Halter has stepped in to lead the program, and each Sunday program is led by talented SKUUF leaders including Stephanie, Nancy Dowey, and Diana Pamplin.

Through it all, the Board has been wonderful; and with Rev. Linda's inspiration, SKUUFers have created a place of hope and activity as we move through the challenges of the pandemic. We look forward to welcoming Reverend Linda back from her Sabbatical, for a new year of planning and growth at SKUUF.

Respectfully submitted,

Olivia Saunders, Committee Member

Building & Grounds Committee

FY 22 was the year of the SOLAR ARRAY & NEW BOILER projects. Overall, it was a team effort, with Ted Vasant being our designated project manager for the solar array as well as working for Barrington Power; Ray/Babe DeRaymond was the designated project manager for the boiler project and was available to meet various contractors for both projects throughout the summer and the fall. Ray deserves a special “thank you” from all of us for taking on this responsibility.

- **Solar Array Installation:**

- 1] Trees cut down to make room for solar array in April.
- 2] Trench was dug, and the conduit/wiring was placed in the trench from solar field to the east side of the building in June.
- 3] Poured the footers/ foundation for solar array in June, inside electrical installed in July.
- 4] Solar panels installed in August.
- 5] Solar array begins generating power 10/6/21

- **Refinished Sanctuary & Fellowship Hall wood floors**

- 1] Work began on 8/27/21 and ended on 9/3/21.
- 2] The floor had to cure for a month. To protect them they were covered with paper during this time.
- 3] To further protect the floor, we ordered & installed new gliders on the chairs.

- **Boiler (installed by Paul D’Alessandro):**

- 1] Removed oil tank in Sprinkler room in July & mounted OSB panels in early August.
- 2] Boiler installation delayed from early August until mid-October.

- **General:**

- 1] Carpets in the sanctuary, foyer & stairs were cleaned in September by White Mtn Carpet
- 2] Covered the exposed pink insulation & replace the damaged wood & cement base outside SW & SE corners of old building, done by Ray & Brian.
- 3] Addressed malfunctioning fire alarm malfunction throughout summer & fall.
- 4] Negotiated snowplow contact from Clements Landscaping for Nov 21- April 22.
- 5] Turned on fire alarm for CLC’s practice fire drill; done in November by Jenn.
- 6] Painted the following rooms this past year: foyer outside Sanctuary, lower-level entryway (one accent wall), Admin Office, Meeting Room & one wall of stairwell; Richard.
- 7] Installed a new office safe for Treasurer in Admin Office.
- 8] Removed several wall sconces to make room for the installation of the new wood wall unit outside Sanctuary door.

- 9] Assisted in the installation of the Little Free Library.
- 10] Installed missing end caps on solar array.
- 11] Moved conference table to storage room in October.
- 12] Spread wood chips underneath the solar array as well as picked up chunks of concrete left under the array in November.
- 13] Installed new solar lights on back wall along steps & walkway in November.
- 14] Contacted NH Coop to replace burnt out streetlight facing our upper parking lot.
- 15] Closed & locked all windows in mid-November to help save energy.
- 16] Upstairs bathroom had to be unlocked by Richard.
- 17] Snowblower was sold for \$500 in early December.
- 18] Insulated the pipes in the boiler room (work in progress), Ray & Richard.
- 20] Tried to fill the pothole at entrance to lower-level parking lot.
- 21] Sanded & stained windowsill in Admin Office, Richard.

- **Grounds:**

- 1] Cut up branches left from trees removed for the solar array, resulting in 3 cords of wood. Sold all three cords to UU members for \$200 per cord.
- 2] Yard Clean-up days were held in May & November, with one weeding day in August.
- 3] Mowed the grass during the summer & fall.
- 4] Shoveled snow around Little Free Library during the winter months.

- **Inspections Scheduled & Completed:**

- 1] Sprinkler & Fire Protection Systems: 8/27/21
- 2] Elevator: 8/27/21
- 3] Fire Extinguisher: 3/18/21
- 4] Boiler: 12/10/21

- **Ongoing Maintenance:**

- 1] Light bulbs & batteries have been replaced throughout the Fellowship as needed.
- 2] Mini-split heat pump filters have been inspected & cleaned monthly by Ray/Babe.
- 3] Toilet seat was tightened & new faucet installed in bathroom by elevator, Ray.
- 4] Cleaning of Fellowship area (not CLC area), continues to be done by Heidi Carter.
- 5] Potted plants were brought inside for the winter & back out in the spring.
- 6] Outside water spigots were turned off for the winter & back on in the spring.
- 7] Little Free Library bench was brought inside for the winter & back out in the spring.
- 8] Back porch table & chairs were brought inside for the winter & back out in the spring.

Submitted By: Jennifer Gentry

Soul Matters

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

In the fall one group was offered online and a second was offered in person. Due to limited participation with the in-person group it shifted to online after the first of the year. The topics offered were as follows:

September: Embracing Possibility

October: Cultivating Relationships

November: Holding History

December: Opening to Joy

January: Living with Intention

February: Widening the Circle

March: Renewing Faith

April: Awakening

May: Nurturing Beauty

June: Celebrating Blessings

Thank you to the facilitators of the groups – Rev. Linda Barnes, Cindy Spring, Suellen Skinner, and Sally Gove.

Stewardship Committee

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

The following is a timeline of this year's Stewardship Drive:

- Jan.8-March 12-inspirational quotes about gratitude and generosity in Starr King View
- Jan. 30-Stewardship Service and Sermon "Keep on Moving Forward"
- First week in Feb.- Stewardship letter with links to all pledge information emailed to all members and friends
- Jan. 30, Feb. 6, Feb. 13- Testimonial from Member at beginning of service
- Feb. 13-Feb. 20.- phone contact with members and friends
- March 13-End of campaign-Thank you announcement, pledgers acknowledged, power point celebrating the Fellowship
- Last two weeks in March-Thank you notes mailed

Pledge statistics:

Pledge goal-\$190,000, amount raised a/o April 26-\$181,124

Pledging units, 68: 28 Raised pledges, 31 remained the same, 9 lowered pledges

Once again, the pandemic kept us from meeting in person for Stewardship gatherings. We missed that contact and decided to connect with as many of you as possible by phone to see how you were doing and to get a sense of where you were in your relationship to the Fellowship. It was enjoyable and enlightening to talk with so many of you. The following is a summary of our conversations. A more detailed report was presented to the board.

Stewardship 2022 Calling Report

Ten callers contacted 97 members and friends of the Fellowship and spoke with 78 people. The following is a summary of their responses.

How have you been doing during COVID?

Most people have been doing well. Some expressed isolation, and missing family and friends. Some dealt with health issues and those with young families had increased challenges.

How are you getting your information?

The most mentioned were the monthly newsletter and the View. Also mentioned were the website, simple church, announcements, choir, and word of mouth. Only one person mentioned Facebook. There were some concerns regarding the usability of the website. More than a few people indicated that they do not read any of the publications.

Have you Stayed Connected, if not What got in the way?

Most people have been able to stay connected via Zoom. Many expressed delights at being able to access the services online. Others missed the personal connections. Choir and book group were also mentioned frequently as sources of continued connection. Several mentioned committee work which has continued throughout and hiking. Those who have not stayed in touch mostly had technical difficulties, family issues, health issues or just didn't like ZOOM.

What are you Looking Forward to?

Being together for the services and connecting at coffee hour. Gathering and socializing in small groups with food was a common theme - pot lucks, cottage meetings, vespers and pizza, summer picnic. Re-engaging families with family events and activities. Having RE space again. Hiking, Black Lives Matter, Soul Matters and seeing the children again.

Additional Comments

There was much appreciation expressed for the Fellowship, Linda, Sarah Dan, & Tatum. Our members appreciated these phone calls and the effort that has been put into maintaining our community. Several members mentioned concerns about the youth program and lost revenue once the CLC is gone. The Website came in for a lot of criticism (in a loving way). Overall, the feedback was gracious and thoughtful. Our community is sure we will continue to thrive.

Thank you

The steady support of our members and friends has enabled our Fellowship to move forward with creativity and resilience during two years of the pandemic. Your generosity has made it possible for us to pursue our mission to cultivate more love in the world and nurture more love for the world.

Respectfully submitted,

Sandy Mucci and Mary Hazelton, Co-Chairs, Stewardship Committee

Summer Services

Due to Covid, the services were once again “attended” over zoom. Most of the services featured a short movie review created by a UU Minister. (Rev. Linda and Sarah Dan had created a service about the movie “Tootsie”. This served as our “ticket” to all the other services.)

Judi Hall facilitated the process so each Sunday the participants would watch the 20-to-30-minute service, then have a discussion on the movie and the themes as presented by the minister. Most were popular movies from the last 10 to 15 years. Judi was amazing, watched both the movies and the services ahead and would give a summary of the film to those who hadn’t seen it. We enjoyed talking about the UU themes, even in the Disney movie.

Other Services were:

June 27th - the “Service of the Living Tradition” from General Assembly

July 11th - A review of General Assembly by the members who attended

August 29th - A discussion led by the Black Lives Matter Committee

September 5th - A service on Hummingbirds led by Nancy Chaddock

Cindy Spring - (Summer Service attendee)

Technology Report

As we continued into the second year of the pandemic, technology continued to keep us connected. Zoom was and continues to be our friend through all of this. Meetings, Book Group, Soul Matters - through all of it we have been able to stay connected. It has allowed previous members to rejoin and truly feel a part of our Fellowship even though they are not local to Plymouth. A silver lining throughout this changing time.

In the fall of 2021, we continued to live stream services via Zoom as well as welcomed worshippers back in person. Hybrid was and will continue to be the way that services are offered. It is only accomplished by the volunteers who have stepped up to help make this possible.

Each Sunday the team consisted of a camera person, Zoom host and projector person in the sanctuary and an offsite Zoom co-host. We are hopeful that more volunteers will be able to help as we continue to offer Hybrid service.

Thank you to the following volunteers who stepped up during this year- We could not have done it without you.

Babe DeRaymond, Bob Gannett, Mary Crowell, Bob Clay, Sandy Mucci, Susan Jacobs, Mary Hazelton, Cindy Spring, Quentin & Marcia Blaine, Tom & Cappy Hahn, Sue Ellen Tuttle

Submitted By: Mary Crowell

Worship Associates

The Worship Associates worked throughout this year to contribute to high quality worship experiences in-person and via Zoom platform. They met via Zoom in the beginning, and all agreed in-person meetings were better. We met monthly, in the sanctuary, spaced and masked, usually on the first Tuesday of each month. Prior worship services were reviewed for areas that went well and those that could improve, technology challenges, duties prior to worship, etc. When a challenge arose with a guest minister, Sarah Dan stepped up to lead but this made us all realize this could happen anytime. A “fill-in” in case of emergency service is now available if ever needed in the future! A worship associates calendar includes the worship leader and associate, music provider, topic of sermon, and more, and this was especially helpful during Linda’s sabbatical. It is an easy way to communicate many details.

Being physically present in the sanctuary provided a better flow to the service and allowed the worship associate to assist during worship with the chalice lighting, silent and spoken joys and sorrows, readings, chalice extinguishing. The 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. Tablecloths were added this year to decorate as well as closer attention to flowers or a plant.

Active worship associates include Suzan Gannett, Jane Clay, Bob Clay, Joe Kelaghan, Betty Trought, Danni Simon, and Margaret Salt. It is rewarding to work closely with Linda and Sarah Dan Sunday mornings.

Submitted by Jane Clay, Worship Associate

Appendix

Biographies of Candidates for Elected Positions

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>	Melissa Howard

Governing Board

<i>President</i>	2022	Mary Crowell
<i>Vice President</i>	2022	Jane Clay
<i>Secretary</i>	2022	Stephanie Halter
<i>Treasurer</i>	2024	Janet Englund
<i>Trustee</i>	2022	Cindy Spring
<i>Trustee</i>	2023	Sandy Mucci
<i>Trustee</i>	2024	Diana Pamplin
<i>Trustee</i>	2024	Richard Odman

Nominating Committee

2022	Linda Haskins
2023	Deedie Kriebel
2024	Bill Trought

Endowment Committee

2022	Donald Crowell
2022	Jim Hostetler
2023	Jennifer Gentry
2024	Bob Gannett
2024	Marcia Schmidt Blaine

2022 Committee Chairs

Budget & Finance

Building & Grounds

Black Lives Matter

Climate Change

Endowment

Pandemic Response Team

Pastoral Care Team

Membership

Newsletter

Stewardship

Worship Associates

Janet Englund

Jennifer Gentry

Cindy Spring

Nancy Chaddock

Don Crowell

Joe Kelaghan

Linda Barnes

Danni Simon

Barbara Avery

Mary Hazelton

Sandy Mucci

Rev. Linda Barnes

Bios of Nominees

Governing Board

Jane Clay 2022-2024 President

Jane has been a member of Starr King Fellowship since January 1996 and has served in various volunteer and staff positions. She served on the membership committee briefly and then became involved with the religious education committee, going on to serve as the director of religious education 2000-2007, working with 4 ministers over those years! She served the United Church of Christ as the faith director for 2.5 years as well. Here at Starr King, she sings with the choir, serves as a worship associate, and is currently vice-president on the board. Jane was a member of the ministerial search committee that successfully "found" Reverend Linda Barnes and was a member of the Committee on Ministry during Linda's first year. Jane then served as the acting Director of religious education for 2 years and consultant for 1 year. She is a supervisor of the checklist for the town of Plymouth, and the treasurer and clerk for the Plymouth (elementary) School District. Work experience includes 31 years as a dental hygienist, 11 years in public education, mom of 3 adult children, grandmother of 3, and of course, spouse of her best friend Bob.

Doug Grant -2022-2024 Vice President

Upon moving to NH 40 years ago, my late wife Susie and I decided that church might be a good place to meet people with compatible views. As former Episcopalians, we tried that church first, but rejected it at once. Choice #2 was the Milford NH UU Church, led by the Revs Olav and Jeanne Nieuwejaar, and we stayed there with great appreciation until we moved up to Manchester, where we joined the Manchester UU Church. When we moved N to Littleton in 2003, we joined the St Johnsbury, VT Church, and ultimately, I joined SKUUF in 2010. While in Milford, I served on the Social Responsibility Committee for many years, and at various times I have served in other areas (although not recently). I've had other responsible positions since retirement in 2000 – Chair of the North Country Council, Library Trustee, Treasurer of Transport Central, but I welcome the opportunity to do more for (and with) SKUUF. I live with my partner Patsy Kendall, whom I have converted to SKUUF, in her house here in Plymouth.

Stephanie Halter - 2022 - 2024 Secretary

Stephanie Halter has been a member of Starr King since 2016, and lives in Plymouth NH with her husband, Ian, and daughter Sidney. She's been a teacher in the

Criminal Justice program at PSU since 2006 and holds her Ph.D. in Sociology. Currently she serves on the ZBA in Plymouth and is a newly elected member of the Plymouth Elementary School board. She enjoys skiing, gardening (inside & outside), playing board games, traveling, and is currently learning macramé!

Robert Chandler -2022 -2025 Trustee

Robert Chandler was born and raised in the towns of Wellesley and Duxbury, Massachusetts as a Christian Scientist. His family would walk to church most Sundays when they lived in Wellesley. As a middle child, and one of seven siblings, he learned early on how to work together to get things done. He went to Noble and Greenough high school and then UNH for his BS, and Babson College for MBA. He sailed in the transatlantic race after graduation from college and worked in Utah in the ski industry before getting his MBA. Bob met his wife, Mimi, at UNH. They moved to Sudbury, MA, started a family, and joined the Sudbury Unitarian Church in 1984. They have two boys, Myles and Sam. He is the Director of Pricing for a law firm in Boston. After moving to Thornton, NH they were immediately drawn to the warmth and spiritual connection Starr King gave them. He very much looks forward to working to support the mission and interests of the SKUFF board and fellowship.

John Marunowski - 2022-2023 Trustee

John and his family (Jessica, Lydia, and Grady) have been members of Starr King since January of 2013. He is originally from a small town outside of Cleveland, Ohio called Valley View. John moved to NH in 2004 taking a job with the White Mountain National Forest where he continues to this day. John served on the governing board at Starr King as a trustee from July 2016 - June 2019 and has served on the religious education committee previously. John enjoys all things outdoors and has a passion for bicycle touring. He has completed some long-distance bicycle trips including one to his childhood home in Valley View, Ohio. He looks forward to contributing his ideas and assisting in any way possible if elected as trustee.

Endowment Committee

Susan Jacobs – 2022 - 2025

Susan has been a member of Starr King since 2011. She is Director of Finance at the Capitol Center for the Arts. Susan holds a degree in Business Management from Bentley University and a Master's Degree in Accounting from Suffolk University. She has served on the board as Vice President and President. Susan is a member of the

Finance Committee. Susan lives in Bridgewater with her partner Ray DeRaymond and his daughter Rachel.

Jim Hostetler – 2022 – 2025

Jim settled in New Hampshire after retiring from the US Department of State and Foreign Service in 2014, after several assignments overseas and in Washington, DC. For most of his career he worked in human resources and financial management. He now makes his home in Campton, close to where his daughter's and son's families live in this part of New Hampshire. When Jim and his family lived in the Washington, DC area, they were members of the UU church in Fairfax, VA. Jim became a member of SKUUF in 2017.

Nominating Committee

Mary Crowell – 2022- 2025

Mary has been a member of Starr King since 2000, having attended since 1998. She has served on the Governing Board these past five years, 3 as Vice-President and 2 as President. Before serving on the Board she was involved with the Religious Education Committee and program, a role she hopes to return to. It has been very rewarding, being on the Board, but she

looks forward to seeing what comes next. She enjoys being able to give back to this community which has given so much to herself and her family over the years.

Members as of May 1, 2022

Barbara Avery	Sarah Fabian	Deedie Kriebel
Elizabeth Becker	Bob Gannett	Barbara Lambert
Mark Becker	Suzan Gannett	Jennifer Legier
Marcia Blaine	Suzanne Gaulocher	Chris Leston
Quentin Blaine	Jennifer Gentry	Coke Levin
Jessica Boynton	Sally Gove	Selma Levin
Nancy Chaddock	Doug Grant	Leslie Livingstone
Susan Chadwick	Catherine Hahn	Ed Loranger
Wes Chadwick	Tom Hahn	Connie Maatta
Michelle Chamberlain	Judi Hall	Jon Maatta
Miriam Chandler	Stephanie Halter	Amy MacDonald
Robert Chandler	Brian Haskins	Mitch Manseau
Jane Clay	Linda Haskins	Jessica Marunowski
Robert Clay	Mary Hazelton	John Marunowski
Donald Crowell	Paul Hazelton	Peter Mather
Dorothy Crowell	Katherine Hillier	Joe McKellar
Mary Crowell	Darcy Hoffman	Sam Miller
Thad DeFauw	Eric Hoffman	Virginia Miller
Raymond DeRaymond, Jr.	Jim Hostetler	Sandy Mucci
Bill Dowey	Susan Jacobs	Darlene Nadeau
Nancy Dowey	Barbara Jenkinson	Rebecca Noel
Bryan Dutille	Joe Kelaghan	Richard Odman
Jessica Dutille	Frederick Kelsey	Anne Packard
Janet Englund	Katharina Kelsey	Diana Pamplin
Gisela Estes	Patsy Kendall	Jim Pamplin
	Chuck Kriebel	Henry Parker

Edie Patridge

Paul Phillips

Emily Phinney

Jan Quintal

Louise Randall

Mike Randall

Erica Roberts

Frank Roberts

Roger Robidoux

Margaret Salt

Olivia Saunders

Susan Scrimshaw

Forrest Seavey

Danni Simon

Suellen Skinner

Jann Sparks

Richard Sparks

Cindy Spring

Allan Stern

Eric Stern

Amy Sullivan

Andrea Sutherland

Mary Ann Terry

Stuart Terry

Lauren Therriault

Mary Tierney

Paul Tierney

Betty Ann Trought

Bill Trought

Sue Ellen Tuttle

Arthur Vaeni

Bev Walker

Gary Walker

Quinn Weldon

Ruby Weldon

Stewart Weldon

Anne Whiting

Tim Whiting

Anna Wilken

Lawrence Wylie

Sarah Wylie

Thank you!

Many thanks for the commitment and hard work of the many members and friends who kept us running smoothly all year. Their care and passion for our community is clearly evident. 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, and Music Director Sarah Dan Jones.