

STARR KING UNITARIAN UNIVERSALIST FELLOWSHIP



ANNUAL REPORT SEPTEMBER 20, 2020

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Love ❖ Wisdom ❖ Hospitality

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SUMMER SERVICES

NOTICE OF ANNUAL MEETING
Starr King Unitarian Universalist Fellowship

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 September 20, 2020 at 11:00 AM via Zoom. A link will be sent out to all members prior to the meeting date. 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 Annual Mtg. Minutes 5/14/19 Mary Crowell

Approval of Minutes of 3/8/20 Mary Crowell

Approval of Minutes of 6/14/20 Mary Crowell

Presentation and Vote of 2021 Budget Janet Englund

Warrant Article: By-law Changes Mary Crowell

Recommendations: Please read the attached documents before the meeting and if you have questions, comments or concerns please bring it to the Board on Monday September 7th or Monday September 14th. *This will help move our virtual annual meeting along.*

Article 7 & 13: number agreement

Article 4: Membership

Article 6: Voting

Article 9: Meetings and Notices of Meetings

Article 11: Nominating Committee

Article 15: Endowment Fund

Thank you's

Adjournment

PROPOSED BYLAW CHANGES
Starr King Unitarian Universalist Fellowship

STARR KING UNITARIAN UNIVERSALIST FELLOWSHIP
BYLAWS - Proposed Changes

Blue: Addition/Revision

Red: Deletion

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.....

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.

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.

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.

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.....

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.

B. PLAN OF OPERATION

1. The Endowment Committee

The Endowment Committee shall consist of five (5) members, all of whom shall be voting members of Starr King Unitarian Universalist Fellowship. Except as herein limited, the term of each member shall be three (3) years. The minister and a representative of the Governing Board shall be advisory non-voting members of the Endowment Committee.

Upon adoption of this resolution by the congregation, the Governing Board shall appoint five (5) members of the Endowment Committee: Two (2) for a term of three (3) years; two (2) for a term of two (2) years; and one (1) for a term of one (1) year. Thereafter, at each annual meeting, the congregation shall elect the necessary number for a term of three (3) years.

No member shall serve more than two consecutive three-year terms. After a lapse of one (1) year, former Endowment Committee members may be re-elected.

The Nominating Committee of the congregation shall nominate new members for the Endowment Committee and report at the annual congregational meeting in the same manner as for other offices and committees.

In the event of a vacancy on the Endowment Committee, the Board shall appoint a member to fill the vacancy until the next annual meeting of the congregation, at which time the congregation shall elect a member to fulfill the term of the vacancy.

The Endowment Committee shall meet at least quarterly, or more frequently as deemed by it in the best interest of the FUND. A quorum shall consist of three (3) members. A majority present and voting shall carry any motion or resolution. The committee shall elect from its membership a chairperson and a

recording secretary. The chairperson, or member designated by the chairperson, shall preside at all committee meetings.

The recording secretary shall maintain complete and accurate minutes of all meetings of the Endowment Committee and supply a copy thereof to each member of the Endowment Committee. The recording secretary shall also supply a copy of the minutes to the Governing Board.

The chairperson shall assist the congregation's treasurer in maintaining complete and accurate books of accounts for the FUND and shall submit to the treasurer on behalf of the Endowment Committee written requests for checks payable from the FUND. All other necessary documents on behalf of the congregation in furtherance of the purposes of the FUND shall be signed by the President after review by the Governing Board.

The books may be audited by a certified public accountant or other appropriate person who is not a member of the Endowment Committee, annually or at such other times as the Governing Board may determine. The Governing Board will also determine the scope of any audit authorized as in its best judgment will provide adequate information about the management of the FUND. The cost of any audit authorized by the Governing Board will be borne by the FUND (taken from the annual distribution amount or undistributed capital appreciation). The Endowment Committee shall report on a quarterly basis to the Board and, at each annual meeting of the congregation, shall render a full and complete account of the administration of the FUND during the preceding year.

The Endowment Committee shall establish guidelines for gift acceptance, subject to the approval of the Governing Board.

2. ~~Budget and~~ Finance Committee

Investment oversight of the FUND will be the responsibility of the ~~Budget and~~ Finance Committee.

The ~~Budget and~~ Finance Committee may, with the approval of the Governing Board, at the expense of the FUND (taken from the annual distribution amount or undistributed capital appreciation), provide for such professional counseling on investments or legal matters as it deems to be in the best interest of the FUND.

Members of the ~~Budget and~~ Finance Committee shall not be liable for any losses which may be incurred upon the investments of the assets of the FUND except to the extent that such losses shall have been caused by bad faith or gross negligence. No member shall be personally liable as long as she or he acts in good faith and with ordinary prudence. Each member shall be liable only for his/her own willful misconduct or omissions and shall not be liable for the acts or omissions of any other member. No member shall engage in any self-dealing or transactions with the FUND in which the member has direct or indirect financial interest and shall at all times refrain from any conduct in which her or his personal interests would conflict with the interest of the FUND.

All assets are to be held in the name of Starr King Unitarian Universalist Fellowship Endowment Fund.

Recommendations to hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest, and in all other respects to manage and control the assets of the FUND, including stocks, bonds, debentures, mortgages, notes, or other securities, as in their judgment and discretion they deem wise and prudent, are to be made by the ~~Budget and~~ Finance Committee for approval by the Governing Board, with subsequent execution by the delegated member of the ~~Budget and~~ Finance Committee.

3. Distributions

The Endowment Committee shall abide by and keep a record of the terms and restrictions of all gifts to the FUND. ~~and shall determine what is principal and income according to accepted accounting procedures. Records shall be kept in a secure location at the Meetinghouse~~

[moved from 15.A paragraph 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% (five percent) of the average fair market value of the FUND over the previous thirteen quarters.

Distributions from the FUND shall be made annually and at such other times as deemed necessary and/or feasible to accomplish the following purposes:

- a. For outreach into the community, including, but not limited to, grants to UU camps and conferences, theological schools, local social service agencies or institutions to which this congregation relates, and to special programs designed for those persons in our community who are in spiritual and/or economic need; and leadership or theological training.
- b. To create, enhance or supplement special Starr King Unitarian Universalist Fellowship programs that are external to, or above and beyond, operating fund programs.

Programs for support shall be recommended by the Endowment Committee and approved by the Governing Board for funding.

4. Amending the ~~Resolution Article~~

~~BE IT FURTHER RESOLVED, that~~ Any amendment to ~~this~~ the article shall be adopted by two thirds vote of the members present at a meeting called for the purpose of amending this resolution. Such meeting shall require a quorum of 50% (fifty percent) of the Fellowship. Therefore, any change is prohibited with less than 50% (fifty percent) quorum rather than the 30% (thirty percent) required for most other matters, it may become necessary to ignore the changes recommended below in order to protect the important provisions of the FUND. A secret ballot may be utilized based on the sense of the meeting.

5. Disposition or Transfer of FUND

~~BE IT FURTHER RESOLVED, that~~ In the event Starr King Unitarian Universalist Fellowship ceases to exist either through merger or dissolution, disposition or transfer of the FUND shall be at the discretion of the Governing Board in conformity with the approved congregational Bylaws.

ANNUAL MEETING MINUTES – May 19, 2019
Starr King Unitarian Universalist Fellowship

DRAFT
Starr King Unitarian Universalist Fellowship Minutes of the Annual Meeting
Sunday, May 19, 2019
11 am to 1 pm

Call to order: The meeting was convened by President Deedie Kriebel.

Opening Words: The Rev. Linda Barnes.

Count of Members Present: A quorum of 30% of the Membership is required for the Annual Meeting. Secretary Sally Gove reported there were 69 members present, exceeding the quorum of 43.

Approval of minutes of the Annual Meeting of May 20, 2018: Deedie asked for a motion to approve. Patsy Kendall so moved; Betty Ann Trought seconded. All voted Aye with none against and no abstentions. The motion carried.

Approval of minutes of a Special Meeting of November 18, 2018: Deedie asked for a motion to approve. Susan Jacobs so moved; Cappy Hahn seconded. All voted Aye with none against and no abstentions. The motion carried.

Presentation and Election of Nominees: Eric Hoffman explained that three trustees were nominated. One replaces an outgoing trustee. The two others are filling newly created positions. Thus, they will serve terms different lengths in order to ensure staggered turnover on the board.

He introduced the nominees:

Board Trustee, 3-year term	2019-2022	Cindy Spring
Board Trustee, 2-year term	2019-2021	Diana Pamplin
Board Trustee, 1-year term	2019-2020	Ed Van Dorn
Endowment Committee, 3-year term	2019-2022	Jim Hostetler
Nominating Committee, 3-year term	2010-2022	Linda Haskins

Deedie asked for a motion to cast one ballot for the entire slate. Paul Phillips so moved; Cappy Hahn seconded. All voted Aye with none against and no abstentions.

The slate of nominees was elected.

Presentation and vote of 2020 budget: Susan Jacobs presented the budget. She acknowledged the Stewardship Committee for their great work in beginning this whole process by raising the funds needed for next year. She also acknowledged the Budget and Finance Committee for the many hours of work they had put in on the budget.

We have a deficit budget this year, of about \$1000.00. Susan reminded us that this is not necessarily a bad thing, and that the budget is a projected guideline of expense and income for the coming year, which may, if necessary, be adjusted.

A push this year was to keep salaries up to UUA guidelines. This is especially important as we are approaching the 150-member mark and at that time will be considered a medium size church. That will result in UUA recommendations for higher salaries.

Susan opened the floor to questions.

Betty Ann Trought asked for specifics on the amount of the deficit. It is \$942.00.

Gigi Estes spoke to remind us of our earlier years. It felt risky to build a building, but the Fellowship forged ahead, and even met without heat for a while.

Fred Kelsey expressed concern about Capital Reserves, remarking they need to be built up, and asking what thoughts were on how to do that.

Susan replied Budget and Finance had done the best they could in a difficult situation.

Tom Hahn (member of Budget and Finance) said they struggled with some issues this year, and with just not having enough money for all we want to do, including building up Capital Reserves. He mentioned we have a current surplus of \$6,000.00 and past surpluses of \$25,000.00, so there is some cushion. Additionally, we have not had a capital campaign for some time, so we could do one if and when needed.

Kathy Kelsey also expressed concern about funding the Capital Reserves, and in addition noted concern that we are not fully funding the Sabbatical account.

Deedie Kriebel asked for a motion to accept the budget.

Bob Clay raised a question: Will \$6,000.00 go into reserves? Susan answered yes.

Bob Gannet made a motion to accept the budget; Betty Anne Trought seconded.

Discussion: Doug Grant asked about the budget item for property taxes.

Paul Tierney replied that we are taxed on part of the lot we own down below the Fellowship.

There was some confusion about when Amendments to the budget could be proposed. Betty Ann withdrew her second to accept the budget until that was cleared up.

Bob Gannett again made a motion to accept the budget; Betty Anne Trought seconded. Floor was opened to discussion.

Kathy Kelsey made a motion to amend the budget to place \$2000.00 of the surplus into reserve funds. Motion seconded by Doug Grant.

Bob Clay pointed out that the surplus always goes into the reserve, so there was no need for the amendment.

Chuck Kriebel noted that if there is a deficit, it will come out of reserves.

Becky Noel asked why the allocation had changed. Bob Clay replied that last year we had the money to fund it, but not this year.

Gigi asked where the surplus was from. Bob Clay replied from this year's budget.

Gary Walker remarked that the budget is a guideline.

Doug Grant said it is likely that the loudspeaker system will fail this year, and that could be a \$500.00 expense.

A vote was taken on the motion to amend the budget to place \$2,000.00 of the surplus into reserve funds. Eleven were in favor, 9 abstained and 49 were against. The motion did not pass.

Doug Grant then made a motion to amend the budget to add \$500.00 for technology in anticipation of needing to spend that on the loudspeaker system.

Bob Clay responded the Board can redistribute funds as needed, so there was no need for that amendment.

A vote was taken on the motion to amend the budget by adding \$500.00 for technology. Six were in favor, 4 abstained, and 59 were opposed. The motion did not pass.

A vote was taken to accept the budget. All voted in favor. The budget was passed.

Warrant Article: By – laws Change: Deedie Kriebel presented the recommendation:

Article 9: MEETINGS AND NOTICES OF MEETINGS. Paragraph 1:

Change: “A notice of meeting delivered in-hand or sent by first class mail and postmarked at least fifteen 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. A member may request, in writing, that the Board provide meeting notices by electronic or others means. A notice sent fifteen days prior to the meeting by any requested alternative method shall be sufficient notice of the meeting.”

To: “A notice of meeting delivered in-hand, sent electronically to the email address on file, or sent by first class mail at least fifteen 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.”

Paul Philips made a motion to accept the change, seconded by Cindy Spring.

Discussion and questions ensued, mostly having to do with email. If two or more folks reside together, and each has a separate email account, is it sufficient to notify just one of them? Does the 15-day notice apply to both US mail and email?

No. The notice would be sent to all the email addresses for members the Fellowship has on file, and the 15-day notice would apply to both email and US mail.

Sue Chadwick made a motion to change the language of the proposed Warrant Article to clarify – that notice would be sent to all emails on file, and any sent via US Mail shall be for all at that address. Motion was seconded by Betty Ann Trought.

Various suggestions were made.

Paul Philips made a motion to amend the amendment to say “A notice of meeting delivered in-hand, sent electronically to the email address on file or sent by first class mail at least fifteen days prior to the meeting shall be sufficient in all cases. *A print copy of a notice of meeting delivered or mailed to a physical address shall be sufficient to provide notice to all other members residing at the same address.*”

Sue Chadwick seconded the motion and rescinded her previous motion.

A vote was taken to accept the motion to amend. Five were opposed, 64 in favor. The motion to amend was accepted.

Gigi Estes suggested adding two commas, as follows: “A notice of meeting delivered in-hand, sent electronically to the email address on file, or sent by first class mail, at least fifteen 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.”

A vote was taken. Twenty-six were in favor, 14 opposed, and 10 abstained.

A vote was taken to accept the Warrant Article as amended. Forty-eight were in favor, 4 opposed, and 5 abstained.

Music and Singing: Sarah Dan provided us with a much-needed music break, including singing!

Green Energy Solutions: Deedie introduced our heating problems. Both of our boilers failed to pass state inspection. Some repairs have been made, and we hope to get another year out of them, but they must be replaced. This is an opportunity to go green!

Friend of the Fellowship Ted Vansant is active in solar power and other forms of renewable energy. He graciously provided some options for us in the form of a presentation.

His suggestions:

- Do an energy audit (the Endowment Committee has already agreed to pay for this).
- Install heat pumps in the large rooms upstairs – Sanctuary, Fellowship Hall, and entry area.
- Choose a boiler and energy source heating system best suited for us, considering cost, efficiency, and values.
- Install solar arrays.

Replacing our heating system can be seen as a three-part project:

- Heat pumps
- New boiler
- Solar array installation

Heat pumps will be about \$15,000.00 with a potential \$4,000.00 rebate
Solar arrays, enough to cover all our electric costs, would be about \$70,000.00
Boiler cost will depend on selection.

Heat pumps would come first, and the second two parts could happen in either order.

Options for the boilers are:

- Oil
- Propane
- Wood pellet
- Electric (but not baseboard resistant)

Ted used a PowerPoint to explain the options and their costs and levels of efficiency. The PowerPoint will be made available to us.

He will also give the same presentation after service on the first Sunday in June.

Ted opened the floor for questions. We expressed a great deal of enthusiasm!

Among the questions:

- Will placement of the array affect the labyrinth? No.
- Considered solar hot water heating? Yes, but complicated and not as efficient for us.
- Who delivers wood pellets? How often would we load up? Several dealers in New England do automatic delivery.
- Heat pumps are also use for air conditioning. Would that work in our smaller rooms? A bit difficult-- heat pumps best for larger areas.
- Are heat pumps noisy? No.
- How long is the pay back for installing heat pumps and solar energy? Not sure, but Ted will research.
- How about an electric boiler? Not as efficient as other options, and would need to upgrade electrical service.
- How about ventilation? Energy audit will measure that and we can make needed adjustments.
- Could we become a net provider, i.e. perhaps provide electricity to others? Not with what is currently proposed, but a bigger array could handle that.

Many people expressed their thanks to Ted and several have already pledged financial support! In particular, Gigi and Paul Estes have pledged \$2000.00 per year for the next five years in matching funds!

Recognition and Awards: We acknowledged and celebrated three important groups in our Fellowship this year: Smooth Sunday Team Leaders, The Kitchen Task Force, and the Pastoral Care Committee.

Adjournment: Deedie called for a motion to adjourn. Becky Noel so moved, Mike Randall seconded, all were in accord and the meeting was adjourned.

Respectfully submitted,

Sally Gove
Board Secretary

SPECIAL MEETING MINUTES – March 8, 2020
Starr King Unitarian Universalist Fellowship

Starr King Unitarian Universalist Fellowship
Minutes of Special Meeting to vote on contract to build solar array
Sunday, March 8, 2020

A special meeting was called for the purpose of voting on a contract to be entered into with Barrington Power, LLC, to build a solar energy system on our property at 101 Fairgrounds Road that would provide 100% of the Fellowship's estimated annual energy use. The contract is a Power Purchase Agreement by which Barrington Power would own the system, and we would agree to purchase all power produced by the system for twenty-five years. Any time after five years, we would have an opportunity to buy the system at fair market value.

Call to Order: Deedie Kriebel called the meeting to order. Fifty-one members were in attendance.

Opening words: Linda Barnes shared opening words.

Background: Deedie gave a brief background of the Fellowship's progress in moving to green energy.

Board recommendation: At this time, the Governing Board recommends entering into a contract with Barrington power as described above.

Sharon Seabrook made a motion to accept the contract, seconded by Jane Clay.

Discussion: some questions and discussion ensued, as summarized:

- We currently do not know if we will be able to produce more electricity than needed. If we can, we would like to donate to low income users.
- If we don't generate enough, we will need to buy some electricity from NHEC at the market rate.
- In addition to the solar array, we need new boilers for heat. We need to install new boilers either with or without the solar array.
- The energy we buy from the PPA will be at a fixed rate adjusted annually.
- The opportunity to buy the array any time after 5 years is an option which we may exercise if we choose.

Vote: Forty-nine in favor, one opposed, one abstention.

SPECIAL MEETING MINUTES – June 14, 2020
Starr King Unitarian Universalist Fellowship

Starr King Unitarian Universalist Fellowship
June 14, 2020

Minutes of Special Meeting to vote on slate of nominees and to approve proposed Mission and Vision statement

A special meeting was called for the purpose of voting in a slate of nominees for the 2020/2021 Governing Board, Nominating Committee, and Endowment Committee, as well as to approve our proposed Mission and Vision statement.

Opening words: Linda Barnes shared opening words.

Call to Order: Deedie Kriebel called the meeting to order. Seventy-one members were in attendance via Zoom.

Our regular annual meeting will be held on September 20, 2020.

Thanks to Mary Crowell and Sarah Jacobi, our technology team, for making this meeting possible via Zoom.

Slate of Nominees: Susan Jacobs, Chair of the Nominating Committee, presented the slate of nominees.

Governing Board

- Mary Crowell, president, 2 year term
- Jane Clay, vice-president, 2 year term
- Stephanie Halter, secretary, 2 year term
- Stew Weldon, trustee, 3 year term
- Sandy Mucci, trustee, 3 year term

Nominating Committee

- Deedie Kriebel, 3 year term

Endowment Committee

- Jennifer Gentry, 3 year term
- Don Crowell, 1 year term

Paul Phillips made a motion to approve the slate of nominees on a one vote ballot, seconded by Elizabeth Trought.

After a brief discussion, a vote was taken, and the congregation unanimously approved the slate of nominees.

Mission and Vision: Bob Gannett, Mission and Vision Task Force representative, gave a background of the development of the Mission and Vision statement. He then read the statement to us. The statement was also posted on everyone's screen.

Gigi Estes made a motion to approve the statement, seconded by Hanna Frederick.

A brief discussion reconciled some differences between the spoken and written document. A vote was taken and the Mission and Vision statement was unanimously approved.

Verifying votes: votes will be verified by email within a few days of the meeting.

Thank you, Deedie!

Our current president, Deedie Kriebel, will reach the end of her term as president on June 30th. A huge thanks to her! Deedie led the board and the congregation through some important initiatives such as Black Lives Matter and our Green Energy commitment, as well as our rental agreement with Midstate Health's Children's Learning Center. Then came a pandemic, and she helped us shift to a strong virtual presence. Thank you for your enthusiasm, passion, and leadership, Deedie.

We celebrated virtually with a cake, flowers, wine, and a lovely handmade chalice in Deedie's honor. She also received a gift card to a local restaurant.

The meeting was unanimously adjourned.

Closing words: Linda Barnes

2020 Minister's Annual Report **Submitted by Rev. Dr. Linda Barnes**

What a year for our Fellowship! I think of the last year in two parts: before the COVID-19 (BC) and after COVID (AC).

In the fall, that is BC, we gathered fresh from the summer and began as we typically do with in-gathering and water communion. As we began our year, we faced three challenges.

First, we became (and remain for now) the temporary home for Midstate's Children's Learning Center (CLC). Much of our space, namely the downstairs RE rooms, the kitchen, and the bathrooms became shared space. Our members and staff made the best of it. The little ones sure are cute. Both the Fellowship and the CLC benefitted.

The second challenge came about because we had not been able to fill the Director of Faith Formation position. We made the best of our situation. We hired Ruby Weldon, to serve as an assistant for religious education. She helped with communication with our families and with religious education on Sundays. The RE Committee and I stepped up to fill-in with curriculum, stories, and all-ages worship.

The third challenge was dealing with our aging boiler and desire to be true to our commitment to care for the earth. We longed to be a part of the solution to the climate crisis by becoming carbon neutral. To this end, our board made herculean efforts to address an aging heating system and take steps to install solar panels. We are a cautious group, not wanting to risk the financial integrity of our Fellowship, so it takes time. While it may not yet seem like it, we have indeed made good progress. Stay tuned.

This year I was granted Full Fellowship. This came after submitting reflections, for three years, from the Board, the Committee on Ministry, and myself. These submissions reflected on the ways I've been engaged in my ministry. Full Fellowship is granted by the Ministerial Fellowshiping Committee at the Unitarian Universalist Association after assessing those reports and my ministry. I am deeply touched by the way you helped me achieve this and then celebrated that milestone with me. Thank you.

In our efforts to make the world a more just and loving place, I was heartened to see our Fellowship members at the Plymouth Commons showing up for Black Lives Matter and the Climate Crisis rallies throughout the year. In the wider world, I witnessed our commitment to make the world more just through our monthly outreach collections. We are a generous people, and together, we make a difference.

This year, we sought clarity in understanding what holds meaning for us and our purpose. To this end, we embarked on revising our mission and vision. A Mission/Vision team was assembled. This team developed a plan to involve all our members in forming these statements. They organized meetings with committees, at fellowship-wide gatherings, with our youth and with our children. We met in these small groups to tell each other the ways that we matter and to remember why we are a community. I was reminded, in a beautiful way, why I was called to minister to this Fellowship. I am proud of this team for the caring way they engaged with everyone in our Fellowship, making the process one that reflected what a good thing we have. I am excited to use our new mission and vision statements to frame all that we do in the coming years. The Fellowship voted later in June to adopt it as follows:

Mission:

At Starr King Unitarian Universalist Fellowship, we cultivate more love in the world and nurture more love for the world.

Vision:

- Our Fellowship welcomes and cares for people of all ages and varied identities. We experience joy as we build community and use our relationships with each other to create a more loving world.

- Our Fellowship embraces what is meaningful and beautiful. We offer diverse experiences in worship, music, and the arts through our services, events, and the use of our building.
- We live and model our values, collectively creating social and environmental justice with direct action and financial support.

On March 15th, as our nation came to realize the threat of an impending pandemic, we at Starr King UU Fellowship celebrated our 40th Anniversary. There was a celebratory Sunday service, an art installation, the choir sang, there was a cake, and we re-named the Fellowship hall to Macey Hall after our founders and we...shut down. And so began the AC phase of our year. The nation shut down too, as we struggled to understand how to stay safe or if we too would be touched by the pandemic. We closed the doors, put up signs saying we were no longer meeting together in the same space until it is safe. We've not been all together, in person, since that celebration.

Let this report serve as a reminder of how we made our way through the quarantine. We learned to practice social isolation. We stayed home. And, we did ok. We did better than most actually. We made video recordings and sang on Facebook. We set up our website to reflect our remote engagement. We learned to welcome each other into our homes, virtually, as we met on-line. All our meetings were held on-line.

We never missed a Sunday service. We were blessed with a videographer who offered us expertise, patience, and service. We were blessed by people who shared their know-how with Zoom and remote gatherings. And we showed up. We showed up on Sunday mornings to the remote services and somehow, we sang together and alone. We cried together and alone. We mourned the loss of two members together and alone. Volunteers stepped up to host gatherings each week to help us stay connected. Soul Matters groups continued to meet and so much more. Our members were amazing. Please know that I know, that it takes a lot more energy, more time, and more risk to do all of this.

Our restricted use of the building was complex as we sought to be supportive of the Children's Learning Center. We deemed it too risky members and staff to be in the building at the same time as the CLC. We wanted our members, staff, and the children to be safe. I am grateful to our staff who could have said, "You know, I wasn't hired for this. I'm done." *No one did that.* Your staff worked at being nimble, at finding new ways of working safely. We made our way around the shared use of our space creatively after regular hours, from home and with some sacrifice, we all sacrificed.

I am grateful not just for the expertise of our volunteers, but for those who found all this on-line gathering uncomfortable. I am grateful to those of you who figured out how to use Zoom, for finding your mute buttons, for feeling less than competent because dear ones, we weren't perfect and that's more than okay. To you, who were and remain uncomfortable, thank you too for staying in all the ways you could. We kept each other safe. We sacrificed touch. We sacrificed seeing each other's faces up close and in person. We sacrificed singing together, sharing coffee, and laughing. We sacrificed the happiness and comfort that happens when humans gather, in person, to witness one another's true nature. We did this for love. We did this for each other.

We will be okay, this too shall pass. See you on-line until we don't have to. Thank you for all the ways, big and small, that you make this community one that makes more love in the world.

In Faith and Love,
Rev. Linda Barnes

Governing Board Annual Report 2019-2020

“No one is too small to make a difference.” Greta Thunberg.

This year the members of the Governing Board consisted of Deedie Kriebel, President; Mary Crowell, Vice President; Janet Englund, Treasurer; Sally Gove, Secretary; and Trustees - Judi Hall (2020), Mike Randall (2021), Ed Van Dorn (2020), Diana Pamplin (2021), and Cindy Spring (2022).

In June 2019, we were presented with a rental opportunity from Mid-State Health Center to consider Starr King as a temporary site for their Children’s Learning Center (CLC), while they searched for a suitable new home. Coupled with the need for medical services space and a growing demand for child care services in the area, they were seeking a permanent site that could serve up to fifty children. We spent the summer gathering information, holding meetings with those most affected, negotiating terms, and finally signing an agreement to rent space in our facility for one year, beginning in September 2019, after the Yard Sale. Many thanks go to Janet Englund for being the chief negotiator and to Paul Tierney for so readily agreeing to act as Starr King’s point person for the CLC, overseeing their immediate and continuing needs.

As every Board is different and the members bring varied skills, gifts, and interests, we also face new challenges. At our Board Retreat this year, skillfully led by UUA facilitator Sandra Greenfield, on August 17, we agreed to be open to new ideas and to the wisdom of others. The Board appreciates the support that we received from our members and friends as we navigated new territory and made changes based on our combined knowledge and understanding.

While we started FY2020 with a deficit budget, we finished with a surplus! Unfortunately, this was partly due to our not being able to fill the position of Director of Religious Education/Director of Faith Formation. Without a DRE, we approved the positions of RE Manager and Program Coordinator. Under the supervision of our minister, this worked well, while making funds available for our operating budget. Not an ideal situation, as this put an additional burden on our minister. Also, we had the rental income from the CLC to help balance the budget and take care of some much-needed building repairs and improvements. We need to be aware that this will not be the case next year, as we are pleased to have hired a DRE, and the CLC plans to be moving into their new home in 2021. Another key factor is that we had the best pledge drive ever! Congratulations to the Stewardship team, and thank you to our members and friends.

Janet Doner made a generous donation in memory of her husband, Jules. To honor his love for our building and our people, we have formed the Jules Doner Sanctuary Fund to be used for upkeep of the sanctuary. We hope for continuing contributions to replenish this fund. Our plan is to use some of this money to paint the walls of the sanctuary. Thanks to donations from Mid-State and Bob and Suzan Gannett, we now have an automated external defibrillator (AED) on both floors of our building.

As concern for our aging boilers grew, we asked Ted Vansant to present ideas for a green energy solution for their replacement. At our Annual Meeting on May 19, 2019, he proposed a plan for a Solar Array on Starr King property with an environmentally friendly alternative to our fossil fuel consuming boilers. His enthusiasm was contagious! When we announced that we had \$10,000 in matching donations (from Gigi and Paul Estes), members immediately pledged money to meet this challenge. A Green Energy Task Force was formed, energy audits were performed, and, by December, mini-split heat pumps were installed to provide heat and air conditioning to our main floor. After much discussion and consideration, the Board recommended entering into a Power Purchase Agreement with Barrington Power to build the Solar Array, with some of our members as tax investors. On March 8, 2020, at a Special Meeting, the Fellowship voted to approve the contract. An engineering analysis will help us decide on the size and type of the boiler replacement. We are eternally grateful to Ted for the work that he has done and will continue to do on our behalf. We have the will, but he has the knowledge and expertise to get this job done.

Community and social justice issues remain a high priority. We participated in the Got Lunch program, the Keep the Heat On fundraiser, the Black Lives Matter demonstration, and the Climate Strike on Plymouth Common (the choir sang, while our minister and other members spoke). We are working on an alliance with the Pemi-Climate Coalition. Is there a Climate Emergency Banner in our future? We approved and welcomed the Rev. Emily Burr as our Community Minister. She informs us and encourages us to get involved in social justice issues, such as UU the Vote. Cindy Spring, our Board UUA liaison, advocates for our members to attend workshops, as well as District and UUA meetings. We were well represented at the virtual UUA General Assembly in June and representatives plan to attend the Northern New England District (NNED) Annual Meeting in the fall.

On March 15, 2020, we celebrated the 40th Anniversary of Starr King Unitarian Universalist Fellowship being admitted into the UUA. We knew that it would be our last in-person service for a long time, as it was the beginning of the COVID-19 restrictions. A letter had gone out to the congregation alerting our members that as of March 16, we would no longer be holding gatherings, meetings, or other activities in our Fellowship building for the foreseeable future. While it was a glorious celebration with founders presenting our history, the dedication of Macey Hall, meaningful music, special guests, champagne and cake, we knew that we were saying good-bye to each other. We gathered around Mimi Ford, who delighted in escaping from the rehabilitation center to be present! It was the last time many of us were with her, as our beloved Mimi passed away on June 22. It was also the last time that Starr King felt “normal.”

We have a new “normal” now, with meetings, Sunday services, children’s services, memorial services, workshops, conferences, etc., all conducted on Zoom. We depended on the technology skills of Kathy Kelsey and Ian Halter and the willingness of our staff and members to find ways to stay in communication with each other. We conducted business from the safety of our homes, and we limited the use of our sanctuary to those directly involved with the creating the service. COVID did have some advantages. Through Zoom, we reached more people. Those who were geographically distant, with limited mobility and health concerns, as well as members of the local and global community, could now more actively participate. Breakout rooms allowed us time for conversation and fellowship. We made adjustments to our building so that the CLC staff and children would feel safe. We have formed a Pandemic Team and a Technology Team to help us navigate this new terrain.

Following the lead of the NNED, who postponed their Annual Meeting to September, and out of respect for those facing challenges due to the pandemic, the Starr King Board postponed our Annual Meeting to September, hoping that, by then, we could meet again in person. However, as it became apparent that restrictions would continue, we decided to hold a Voting Meeting on June 14 to approve the slate of nominees and to accept our new Mission and Vision Statement, so that we could move forward into the new Fellowship year. We will approve the budget and conduct any other business on September 20.

COVID has had an effect on our finances as well as our ability to congregate. We had to postpone our highly successful Spring Auction and are considering an online auction in the fall. The Yard Sale is also in jeopardy both because of the CLC occupying our building and the concerns over large group gatherings. Thanks to the quick thinking and action of our treasurer, Janet Englund, we received money from the federal government through the Payroll Protection Program, allowing us to pay our employees through June 2020. Fortunately, we have been able to continue our monthly donations of our “collection plate” to local charities. We re-instituted the “donate button” on our website to make it easier to contribute. We made money available to those in need through our Minister’s Discretionary Fund and our Endowment Fund.

Our minister received Full Fellowship this year! She would have been honored by walking in person at General Assembly in June, but had to settle for virtual recognition. We applaud her accomplishment! The Board approved her sabbatical March - May 2021 with appreciation for all she has done for us. We congratulate Sarah Dan Jones for her service on the UUA Board and thank her for her support, especially during this COVID era.

This year, the Board welcomes Jane Clay, Vice President, Stephanie Halter, Secretary, and Trustees, Stew Weldon and Sandi Mucci. Mary Crowell will begin her 2-year term as President. We bid farewell to Sally Gove, Secretary; Judi Hall, Trustee; and Ed Van Dorn, Trustee. They have served us well with calm deliberation and thoughtful counsel and are deserving of our thanks.

For me, this is the end of three years as President of our Fellowship. At one of our Board Retreats, we were asked to consider the greater effect we could have on our world - as Unitarian Universalists, we might transform and even save lives. In my first year, the Board made the transition from governance to missional work. During my second year, we remained missional, while caring for our building. In this last year, we have sought ways to help our community and the world through our green energy initiatives and our community involvement. My hope is that we will continue, both as individuals and as a Fellowship, to be a positive influence and lead others into a world where we do transform and even save lives. As Greta Thunberg implores, "No one is too small to make a difference." Let's keep trying. Thank you for putting your faith in me. I hope that I served you well.

In peace and continued hope for the future,
Deedie Kriebel

Director of Religious Education

In 2019/20, Starr King did not have a Director of Religious Education and was unable to secure a Director of Faith Formation as we had hoped. But in true Starr King fashion, we rose to this challenge through the team effort of Ruby Weldon, Jane Clay, the RE Committee, our Youth Group Leaders, and Rev. Barnes so that the communication with our families and the connection with our children and youth continued to be met. It is with great thanks to all involved who creatively, through varied curriculum, stories, skits, special children's services, saw to it that the care and education of our children and youth endured before and certainly after the pandemic.

Director of Music Ministry

As I prepared to write this report, I found myself at a loss of where to focus. The beginning? The middle? The now?

So, I went to Church.

I pretended I was a newcomer to Starr King. I went to the website to see what is what. I watched the last in person service we held – March 15th 2020. And, I attended the Zoom service today – August 30th, 2020. I am grateful for the nimbleness of this community to offer those opportunities, not only for the faithful, but for the seekers. And, grateful to the many members who have learned how to navigate a virtual community, and offer up those learnings to help others. And, it was just good to connect!

One of the lessons Mary Hazelton passed onto to me was to keep a small notebook for every year of my ministry. It is a fount of knowledge and an example of ambiguity. Sketches of what music ministry at Starr King looks like: hymn numbers, draft orders of service, schedules for an orderly (!) choir rehearsal, reflections from Linda about where we are going in worship. So much is preparation, and the other improvisation. Still, it paints a picture.

As always, I look toward my own mission statement; “to spread the good word of UUism through congregations singing, shared ministry and active participation in the Association.”

I’ll start with the latter. In June 2020, I ended my term of four years on the UUA Board of Trustees. I am proud of my work, and exhausted by the toll. I am honored to support our current Administration, and aware that our past calls us to accountability and reconciliation. And I am proud of the Starr King link to the wider community of Unitarian Universalists. Your support over the past four years has been a life line, when all I wanted to do was “go to church”. I knew you were there. Thank you.

All we do is shared ministry. Thanks to Rev. Linda and all of you for adopting a Mission and Vision statement. Not only does this articulate who you are as a community, it helps keep all of us in alignment with goals. I am grateful for the staff work this past year. We held it together in some major times of change, and supported one another virtually. One of the most common statement was, “we weren’t trained for this”. And, we learned.

Then, congregational singing. This is the hardest for me. I am the Music Director, and we know that gathering in song is unhealthy. To not sing in person with others is difficult, and proves its worth in society.

So, we adapted, and continue to do so. I presented a Musical Meditation every morning during the week on Facebook Live. This ministry touched many in need of daily grounding in a world of uncertainty. Many folks outside of New Hampshire were able to access our community, and felt heard. I met with the choir via Zoom most Thursday evenings, where we sang a bit, checked in and connected. There are parameters regarding copyright for online/archived material that our Fellowship has followed (and learned about!). There were many members of our Fellowship who participated in Rallies in Plymouth centered around Black Lives Matter, and Justice for All. We sang through our masks together. The choir ended the year with a socially distanced gathering at the Hazelton farm, where we learned how hard it is to sing 20 feet apart with masks.

As with every year, I am grateful to this Fellowship for its commitment to professional ministry, the UUA, the local and broader community, the planet, and each other. We will keep on moving Forward!

Sarah Dan Jones
Director of Music

Proposed FY21 Budget

		FY20 Unaudited Year End	FY20 Budget	FY21 Budget	INCR/ (DECR)
<i>INCOME</i>					
1	Pledges				
	This Year	143,624	152,000	143,500	-6%
2	Prior Years	4,250	2,000	2,000	0%
3	Next Year	32,500	11,000	25,000	127%
	Total Pledges	180,374	165,000	170,500	3%
4	Non-Pledge Donations	1,380	2,200	1,500	-32%
5	Grants		10,000	0	-100%
6	Collection Plate Cash	5,395	5,000	4,500	-10%
7	Fundraising				
	Auction	540	12,000	4,000	-67%
8	Hannaford Gift Card Sales	44,762	63,000	30,000	-52%
9	Hannaford Gift Card Exp	-43,748	-60,000	-28,500	-53%
10	Other	0	200	0	-100%
	Recycling	0	25	0	-100%
11	Yard Sale	3,639	4,000	0	-100%
	Total Fundraising	5,193	19,225	5,500	-71%
12	Rental Income				
	Bridge Club	341	540	0	-100%
13	CLC	2,643	0	5,900	100%
14	Other Rentals	225	1,250	0	-100%
15	TaiChi	900	1,200	0	-100%
16	Yoga	650	1,200	0	-100%
	Total Rental Income	4,759	4,190	5,900	41%
17	Other				
	Credit Card Rewards	1,669	1,500	400	-73%
	Interest Income	10	5	5	0%
18	Miscellaneous	0	0	17,351	100%
	Total Other	1,679	1,505	17,756	1,080%
	TOTAL INCOME	198,780	207,120	205,656	-1%
<i>EXPENSES</i>					
<i>Staffing</i>					
	Staff Salaries				
	Minister				
19	SECA Offset	4,820	4,820	4,964	3%
20	Salary & Housing	64,000	63,000	64,890	3%
	Total Minister	68,820	67,820	69,854	3%
21	Director of Religious Educat	4,835	16,000	13,750	-14%
22	Music Director	13,550	13,250	13,648	3%
23	Musicians	1,000	1,250	1,250	0%
24	Nursery Care	1,080	1,260	200	-84%
25	Office Administrator	21,086	20,500	18,892	-8%
26	Custodian	2,953	3,656	1,600	-56%
27	Legal & Professional Fees	1,208	0	5,000	
	Total Staff Salaries	113,324	123,736	119,194	-4%
28	Staff Benefits				
	Health Supplement	4,841	4,841	5,252	8%
29	Health & Dental Insurance	295	2,991	2,382	-20%
30	Life & Disability Insurance	1,713	2,025	2,095	3%
31	Pension	9,006	8,350	8,380	0%
	Professional Expenses				
32	Minister	4,958	8,000	8,000	0%
33	DRE	0	2,000	2,000	0%
34	Music Director	1,232	2,500	2,000	-20%
	Total Professional Expenses	6,190	12,500	12,000	-4%
	Total Staff Benefits	22,045	30,707	30,109	-2%
	Payroll Taxes	3,347	4,215	3,573	-15%
	Total Staffing	138,716	158,658	152,876	-4%

		FY20 Unaudited Year End	FY20 Budget	FY21 Budget	INCR/ (DECR)	
<i>Building & Grounds</i>						
37	Utilities	Electricity	3,888	3,000	4,000	33%
38		Heat	2,360	5,000	3,500	-30%
39		Water & Sewer	736	736	740	1%
	Total Utilities		<u>6,984</u>	<u>8,736</u>	<u>8,240</u>	<u>-6%</u>
40	Property Maintenance	Custodial Supplies	347	300	300	0%
41		Equipment	209	100	0	-100%
42		Inspections & Certifications	3,013	3,073	2,400	-22%
43		Landscaping	904	200	1,000	400%
44		Maintenance & Repairs	3,519	1,800	2,500	39%
45		Plowing & Sanding	9,108	7,000	9,100	30%
46		Property Taxes	109	100	115	15%
	Total Property Maintenance		<u>17,209</u>	<u>12,573</u>	<u>15,415</u>	<u>23%</u>
47	Insurance	Liability & Fire	3,282	2,000	3,300	65%
48		Umbrella Policy		350	0	-100%
49		Workers Compensation	934	1,340	1,300	-3%
	Total Insurance		<u>4,216</u>	<u>3,690</u>	<u>4,600</u>	<u>25%</u>
	Total Building & Grounds		<u>28,409</u>	<u>24,999</u>	<u>28,255</u>	<u>13%</u>
<i>Programs</i>						
50	Administration	Bank Service Charges	118	100	100	0%
51		Office Technology	479	500	250	-50%
52		Governing Board	710	750	700	-7%
53		Internet	935	960	950	-1%
54		Miscellaneous	0	50	0	-100%
55		Online Giving Fees	17	60	50	-17%
56		Postage	169	200	150	-25%
57		Software	1,809	1,251	2,200	76%
58		Office Expense	1,146	1,200	1,200	0%
59		Telephone	1,248	1,260	1,260	0%
60		Video Licensing	0	240	0	-100%
61		Web Hosting	667	420	400	-5%
	Total Administration		<u>7,298</u>	<u>6,991</u>	<u>7,260</u>	<u>4%</u>
62	Ministry	UUA Annual Program Fund	10,014	10,014	11,015	10%
63	Committees	Committee Chairs	80	200	100	-50%
64		Hospitality	640	700	200	-71%
65		Membership	44	300	200	-33%
		Newsletter	0	75	0	-100%
66		Small Group Ministry	385	375	400	7%
67		Religious Education - Youth	286	1,500	1,100	-27%
68		Stewardship	203	1,000	1,000	0%
69		Technology	0	350	250	-29%
70		Worship & Music	2,171	2,900	3,000	3%
	Total Committees		<u>3,809</u>	<u>7,400</u>	<u>6,250</u>	<u>-16%</u>
	Total Programs		<u>21,121</u>	<u>24,405</u>	<u>24,525</u>	<u>0%</u>
71	Total Reserves		<u>0</u>	<u>0</u>	<u>0</u>	<u>0%</u>
	TOTAL EXPENSES		<u>188,246</u>	<u>208,062</u>	<u>205,656</u>	<u>-1%</u>
	NET INCOME/(LOSS)		<u>10,534</u>	<u>-942</u>	<u>-0</u>	<u>-1,118%</u>

Finance Committee/Treasurer's Report

The Finance Committee, renamed from "Budget & Finance", actively manages the financial affairs of the Fellowship and meets monthly throughout the year.

Committee members for FY20 included Janet Englund, Chair, who also serves as Treasurer, Nancy Chaddock, Tom Hahn, Susan Jacobs and Pete Holman, who resigned from the Fellowship and the Committee in the spring when he moved out of the area. Our Office Administrator/Bookkeeper, Lisa Olech, continued to support the Committee in her ex-officio capacity.

The Committee had a very busy year, accomplishing, in addition to its 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:

- Replaced the desktop version of our accounting software, QuickBooks, with QuickBooks on-line, a complicated conversion without which the effective management of the Fellowship's finances during the pandemic would have been quite challenging. The extensive conversion process has included revising our chart of accounts, creating new standard financial reports and developing & implementing many new processes & procedures.
- In conjunction with the QuickBooks conversion, structured and managed the outsourcing of the majority of the bookkeeping function formerly done by the Office Administrator/Bookkeeper to a local bookkeeper, Bartlett Bookkeeping.
- Proposed and completed the transfer of Endowment funds from Vanguard to the UUA Common Endowment Fund (see Endowment Investment report below).
- Applied for and received a \$20,900 Paycheck Protection Program loan from the SBA.
- Re-activated Simple Church Giving, providing a successful on-line means for congregants to give to the Sunday Collection and Special Collections.
- Created a log in SharePoint to track Endowment requests, approvals and disbursements.
- Proposed & implemented allocation of more than \$52,000 of cumulative surplus operating funds to the sabbatical and building reserve accounts.
- Researched costs of the proposed ministerial sabbatical, developed compensation package for new DRE and developed staff compensation recommendations for FY21.
- 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.
- Closed a Bank of NH safe deposit box that had been unused for 13 years.

The pandemic has affected our congregation in many ways, but not the generosity and commitment of our members and friends: less than 1% of our FY20 pledge total remains outstanding and FY21's pledge total set a new record of \$176,550!

Special thanks to Lisa Olech for her willingness to work both from home and at the Fellowship with a creative schedule for the last 6 months and for simultaneously dealing with the stresses of the QuickBooks conversion.

Respectfully submitted,

Janet Englund, Treasurer and Chair, Finance Committee

Cash & Investments as of June 30, 2020

Cash in Bank Accounts

Starr King Checking	\$	88,997.67
Starr King Money Market	\$	68,012.58
Minister's Discretionary Checking	\$	3,016.70
Total Bank Accounts	\$	160,026.95

Endowment Investments

NH Community Loan Fund	\$	30,671.28
UUA-CEF	\$	250,367.45
Total Endowment Investments	\$	281,038.73

Total Current Assets	\$	441,065.68
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Starr King Checking includes cash held in the following funds: Operating, Piano Maintenance, Mary Hazelton Music, Youth Group, Jules Doner Sanctuary, Betty Nicholson, and Joan Thomas.

Starr King Money Market includes cash held in the following funds: Endowment and Reserves for General, Building, Green Energy, Sabbatical and Health Benefits.

Minister's Discretionary Checking is for Rev. Linda to provide confidential assistance to people in the Fellowship or greater community facing emergency financial need.

Endowment Fund Investments

	Market Value at 12/31/18	Market Value at 12/31/19
Vanguard Mutual Funds	\$ 223,083	--
UU Common Endowment Fund		258,558
New Hampshire Community Loan Fund	27,820	29,211
Cash at Bank of New Hampshire	<u>14,086</u>	<u>12,637</u>
Total Endowment Funds	\$ 264,989	300,406

During the month of December, 2019 Endowment assets invested with Vanguard Mutual Funds were transferred to the UU Common Endowment Fund (CEF). The change in value for those assets, as above, from \$223,083 to \$258,558 represents an increase in value of 15.9% for the calendar year 2019.

The value of the Endowment's assets in CEF through July, 2020 is about what it was at the beginning of the calendar year, having experienced a significant decline in the first quarter followed by a recovery since that time.

The Finance Committee has responsibility for the oversight of the investments for the Endowment. This Committee undertook a detailed study of the UU Common Endowment Fund in 2019 and recommended the major change in investments in order to simplify a challenging responsibility and to invest with Unitarian Universalist values.

The Finance Committee also calculates the maximum amount that may be distributed annually from the Endowment. For fiscal year ending 6/30/20 this amount, known as the "cap," was \$10,500.

Notes to the Proposed FY21 Budget:

- Due to conversion to QuickBooks on-line and the adoption of a new chart of accounts, the budget detail may look a bit different as some line items have been combined, re-named or re-ordered.
- Line items that had no income or expense in FY20 and/or no budgeted amount for FY21 have been removed to make the budget easier to view.
- **Line 1:** For FY20, this number represents FY20 pledges that were paid in FY20; for FY21 it represents the amount of FY21 pledges we anticipate will be paid in FY21. If this seems confusing, it is because we report financials on a cash basis, which means funds are recognized when they are actually received or paid.
- **Line 2:** Every year, we receive some pledge payments that were due the prior year.
- **Line 3:** Similarly, we usually receive some pledge payments in the year before they are due. This year, we received an unprecedented amount of "early" payments.

- **Line 5:** The \$10,000 budgeted grant was received instead as a pledge in FY20.
- **Line 7:** Auction income is reduced as we are planning a limited on-line auction for FY21.
- **Line 13:** No rental income is expected this year, except from the Children's Learning Center. \$5,900 represents a contribution to operating expenses of \$200/month of CLC rent to offset utility expense plus \$3,500 to offset snowplowing expense. The balance of the \$30,840 CLC rent will go to building reserves.
- **Line 18:** \$17,351 represents the additional income needed to balance the budget. We are assuming that amount will come, indirectly, from the PPP loan proceeds, which were calculated to cover certain salaries & utilities paid over a specified period. The entire loan of \$20,900 is anticipated to be forgiven once the SBA has finalized the process.
- **Lines 20, 22 & 25:** A 3% increase is proposed for our Minister, Music Director & Office Administrator. The increase will be retroactive to July 1st. The increase is consistent with UUA recommendations. FY20 actuals for these 3 employees exceeded budget mainly due to bonuses awarded at the end of the fiscal year in recognition of the challenges faced by our staff in these difficult times: \$1,000 to Rev Linda and \$300 each to Sarah Dan Jones & Lisa Olech. Note: all staff employed as of March 15th were paid through June 30, 2020, whether or not they continued to work their regular hours.
- **Line 24:** Although we do not anticipate needing nursery care this year, a minimal amount has been optimistically included.
- **Line 21:** For FY20, the Director of Religious Education line represents the amounts paid to Ruby Weldon, RE Coordinator & Jane Clay, Curriculum Manager. For FY21, the budgeted amount is 11 months' of the salary of the new DRE, Tatum Barnes, who started August 1st.
- **Lines 23, 26 & 27:** Although these positions are included under Staffing, they are filled by independent contractors.
- **Line 25:** The Office Administrator/Bookkeeper's hours have been reduced from 25 to 22 per week as part of the staff re-alignment, which included the outsourcing of the majority of the bookkeeping function formerly done by the Office Administrator/Bookkeeper.
- **Line 27:** Represents the estimated cost of our outsourced bookkeeper, Bartlett Bookkeeping.
- **Line 29:** Includes our portion of the cost of health insurance for the new DRE.
- **Line 41:** Equipment expense is now included in Maintenance & Repair.
- **Line 45:** \$3,500 of snowplowing expense will be offset by CLC rent.
- **Line 48:** Umbrella insurance is now Included in Liability & Fire.
- **Line 57:** Increase is primarily due to move of auction software from Fundraising and the increased costs of Simple Church (membership) and QuickBooks payroll.
- **Line 60:** Video licensing expense is split between and included in Worship & Music and RE.
- **Line 64:** Although we do not anticipate providing after-service hospitality this year, a minimal amount has been optimistically included.
- **Line 71:** Once the results of FY20 have been finalized, the Board will determine how to allocate the FY20 operating budget surplus. Note: the majority of the past years' cumulative surplus was assigned to building (formerly capital) reserves.

Outreach Collections for 2019 - 2020

Bridge House	785
Got Lunch Plymouth	4,331
NH Food Bank	2,014
PACC	1,346
PAREI	837
Pemi Youth Center	723
UU Action NH	985
UUSC	1,895
UUSC - Guest at Your Table	945
Voices Against Violence	25
TOTAL	\$13,886

BLACK LIVES MATTER TASK FORCE

Chair: Cindy Spring

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

I just reread last year's report and realized how busy we were! Guess we were tired because we really pulled back this year.

Our final event for last year was the reading of the Frederick Douglass speech on the Plymouth Green. Many of our members took part along with local folks. It took place on July 3rd at noon. The plan was to repeat it this summer, but due to the Pandemic, the reading was done on-line. Nancy, Suzanne and Rev. Linda were "our" readers.

We continued to buy books for the loan library and to read them ourselves. One of our members checked on our banner regularly when he took his dog for a walk, but we no longer met.

Then March 15th happened. I started submitting book reviews in our monthly newsletter since members could no longer enter the building to check out books.

On May 25th George Floyd was killed in Minneapolis and in early June the BLM sign at the Concord UU Church was defaced - twice - and we agreed that we needed to begin meeting once again.

Since then we have been meeting over zoom, not to plan, but to check in with each other and to keep the conversation going. On July 9th we led a summer service over zoom and invited others to speak on the question "What does white privilege mean to you and what role does it play in your life today?" Nineteen took part and we had a good discussion.

I will be leading a study group over zoom this fall on the Report of the UU Commission on Institutional Change. Their report is called Widening the Circle. It looks at the results of white supremacy within our Association and our congregations.

Thank you for your support of this important work!

BUILDING USAGE REPORT

Usage of Starr King UU Fellowship facility has seen some major changes this year not only due to the closing of the building due to Covid 19 in March, but also due to the leasing of a main portion of the building to the Children's Learning Center (CLC). With approval of the Board, the day care center signed a one-year lease agreement and moved into the nursery and classroom area of the building with use of the elevator, upstairs bathrooms and the kitchen. While this has been financially beneficial to the Fellowship, the impact on other building usage and on the staff has not been without its challenges. Fencing, signage, and a play area were added at the expense of CLC, as well as a gate structure to segregate the lower bathroom and CLC "office."

CLC has been fully operational throughout the recent months of the Covid pandemic which raised concerns around the safety of our staff. Off hour office work as well as remote offices and meetings were therefore implemented.

Events like our Annual Yard Sale, Got Lunch program, and Annual Auction were impacted by both space availability and the current pandemic. We saw no corporate meetings and training sessions as a direct result of the day care center.

Prior to March, 2020, we did have three private events, and we continued to host our Thursday Bridge Club, Wise Women in Training, Men's Group, Scrabble, Hatha Yoga, and Tai Chi classes, which added \$2,116.00 to our budget.

Respectfully submitted by:

Lisa Olech, Office Administrator

CLIMATE ACTION TEAM 2020 REPORT

This new group, calling itself the Climate Action Team, became organized in the early months of 2020 for the purpose of encouraging and supporting efforts to combat climate change. In our first newsletter article for Starr King View in April we listed many of our plans for action. In June we took action to encourage members of the NH Electric Co-op to read the plans of five candidates running that month for the Co-op's Board, and to consider voting for those candidates with the strongest statements in support of generating electricity using renewable resources.

Individuals of the Team agreed to read published articles and a book or two over the course of the summer in order to become more educated on the numerous and often complicated topics relating to the climate crisis. Our Team's meeting in August on the front porch of the Meetinghouse revealed that the pandemic may have contributed to some of the time needed during the summer months to delve into at least a few of these climate-related topics. We look forward to sharing what we've learned with you.

Members of the Climate Action Team are Nancy Chaddock, Kathy Hillier, Margaret Salt and Stew Weldon.

COMMITTEE CHAIRS REPORT

Committee Chairs met monthly at the Fellowship Hall through the March meeting. All subsequent meetings were held via Zoom due to the Pandemic. All Committee Chairs were invited to attend with the Vice-President of the Board and Reverend Linda Barnes, and were asked to, once again submit a written report on their previous months activities. The ninety minutes spent each month with the chairs is a productive and enjoyable evening. It is a time for discussion and problem solving. Some of the discussions included the following topics

- Participated in the mission and vision process
- Communication, both internal and external
- Green Sanctuary work-how it relates to social justice and we will move forward as a fellowship
- Investing in our values- Endowment now invested through the UUA and 70% is now invested in green companies so that we are now investing with our values
- Property & Maintenance- how to move forward with taking care of our building with Paul Tierney stepping back.
- Use of building and the various spaces. Aesthetics of the building
- 40th Anniversary celebration

After March 15th - all Zoom Meetings

- How can we stay connected
- Use of Smooth Sunday teams to have more one on one connections.
- How can we support one another.
- How can we support our staff.

Committees represented 2019 – 2020

Activities	Membership	Religious Education
Climate Action	Nominating	Smooth Sunday Teams
Committee On Ministry	Pastoral Care	Soul Matters
Endowment	Personnel	Stewardship
Finance	Planned Giving	Technology
Governing Board	Property & Maintenance	Worship Associates

I would like to thank all the chairs for their time and work for the benefit of Starr King UU Fellowship. I have enjoyed working with you for these past three years.

Respectfully Submitted,
Mary Crowell
Vice – President

COMMITTEE ON MINISTRY
August 2020

The Committee on Ministry provides ongoing support and perspective to our minister in her work. This group typically meets in the hour before the committee chairs meeting, allowing working and non-working members to attend.

With the pandemic we transferred to zoom and were able to continue meeting. The most challenging aspect of the pandemic was that our normal contacts were cut off and coffee hour conversation was not available. We were left with far fewer opportunities to take the pulse of the congregation and to be in touch with a wide range of congregational members. With relative isolation, it becomes harder to perform our role of sharing issues in need of problem solving.

As we finish our year's work, we thank our departing member, Olivia Saunders for her caring and insightful service. Welcome to our new members Suzan Gannett and Jessie Marunowski. On-going members are Babe De Raymond and Margaret Salt.

COVID-19 REPORT

The Covid-19 pandemic that hit the globe and our nation caused us to close the Sanctuary in order to social distance and stay safe. Partly because of the rental by the Childcare Center, no one was permitted to be in any part of the building at any time. Sunday services were live-streamed from the Sanctuary officiated by Rev. Linda and Sarah Dan Jones beginning March 22. Between 65 and 80 people logged in each week. A video capture card was purchased to enable video from the video camera to flow to a laptop Zoom session. At least two people needed to be involved each Sunday - a Zoom master and a videographer. Suzan Gannett created member slide shows for each week that made us feel more connected. A new technical challenge presented itself for two memorial services where the family was in the Sanctuary and, at the same time, participants logged in via Zoom. One bonus has been that members and friends who have moved away or are not able to travel are able to attend services.

Our website viewings increased from some 200+ views a month to nearly 1000 views a month highlighting the ever-increasing need for members and friends to stay informed and connected. A new COVID-19 web page was added to our site that includes a list of resources, forms to request assistance for groceries or meals, requests for masks, and a form to volunteer to help. A Kid's page of video stories and a Zoom web calendar were also added. The Zoom calendar is managed through Simple Church and simply linked to the website for viewing. Zoom scheduling and calendar updates are done centrally through Lisa Olech, our office administrator.

The Donate Button was reinstated on the website after a year of absence. Fears that donations would be down proved to be unfounded as contributions were as high or higher than what was collected in the Sunday baskets.

We purchased a second Zoom account in order to accommodate simultaneous meetings. All meetings that were previously held at the Fellowship are now held online. This includes Wise Women, Men's Group, Saturday RE, Youth Group, Lunch with Linda, Coffee with Sandy, Black Lives Matter, Building and Grounds, Worship Associates, Choir Check-in, and Book Group. A Special Meeting for the purpose of voting for the slate of new officers and approving the mission/vision statement was also held on-line with over 80 people attending. Votes were done via Zoom polling with a follow-up email survey to verify.

Forrest Seavey and Kathy Kelsey collaborated in creating a video to inform the board on what's involved in the Sunday live-stream process as they determine how to continue this massive effort in the fall.

At the start of the summer a Health Advisory team made up of medical and worship professionals was formed to assist in determining when and how meeting spaces could once again be used in our building. The members are Rev. Linda, Susan Scrimshaw, Joe Kelaghan, and Suellen Skinner.

ANNUAL REPORT of the ENDOWMENT COMMITTEE 6/2020

Members: Amy MacDonald, Betty Trought, Jim Hostetler, Don Crowell, Fred Kelsey

The committee met 4 times over the year with a meeting scheduled for June. The members however were very responsive to Endowment requests by email. We did encounter some challenges in notification of the approvals which has been corrected.

The committee continued in its efforts to support a wider array of programs. This included a \$2000 allotment to the Minister's Discretionary Fund to cover potential Covid emergencies (fortunately not needed) and an effort to meet with the Youth Committee in explore further support for the SKUUF Youth Program.

The budget for FY 19-20 was \$10,500 of which \$13,654.87 of requests were approved. However due to the disruption created by Covid-19, only a total of \$8159.87.87 was disbursed. The major discrepancy was due to the reduction in the GA registration from \$400 to \$150 and the lack of need for the \$2000 allocated to the Minister's Discretionary Fund.

Summary of Expenditures 7/1/19 to 6/30/20:

- Board Retreat - \$650.92
- Compass de Nicaragua - \$1000
- Spirituality Conference - \$50
- GA - \$600
- Bank transfer from Vanguard to CEF - \$25
- Black NE conference (book) - \$24.95
- Rev. Linda portrait - \$390
- Video course/training – \$694
- Voices Against Violence - \$1,000
- Got Lunch - \$1,000
- Plymouth Community Closet - \$1,000
- UUA Living Tradition Fund - \$1,000

Total – \$8159.87

Respectively submitted,

Endowment Committee

MEMBERSHIP COMMITTEE 2019-2020

Chair – Katharina Kelsey

Members – Barbara Jenkinson, Hanna Frederick, Allan Stern, Jess Marunowski, Sarah Fabian

Membership Statistics

July 1, 2020 Membership - 136

May 1, 2019 Membership – 143

Our annual membership numbers were provided to the UUA in January for the period January through December 2019. We reported 137 members, 35 friends, 25 enrolled in RE (includes nursery and youth), average child and adult Sunday attendance count of 69 (includes summer services).

New Members – 3

Suellen Skinner, Richard Odman, Jan Quintal

Status Change from Member to Friend - 7

- Moved: Pete Holman, Jessica Fleming, Jane Anderson
- Inactive: Jay Apicelli, Phyllis Rockwell, Wendy and Scott Rowbotham

Deceased Members – 3

Betsy Twombly, Joan Thomas, Mimi Ford

Member Demographics

Starr King members come from 20 New Hampshire towns,

encompassing a 40+ mile radius of Plymouth.

Eleven members divide their year between one residence in the Plymouth area and one in another state.

Committee Programs and Events

- A 4-hour Path to Membership class was held in February 2020 and facilitated by Rev. Linda Barnes and various member volunteers. Invitations were sent to 14 frequent Sunday visitors through Paperless Post. Five opted to participate and two of the five joined. Mary Hazelton gave a history of the Fellowship as part of the session. Board and Committee Chairs joined in the lunch provided by the Membership Committee.

- A New Member Recognition was held May 3 for our three new members via Zoom during a Sunday Service Live Stream.
- The Welcome Brochure was updated in the fall with this year's RE information and a new "Did You Know" sheet with topics such as where to park, what to wear, etc.
- Thanks to the generous contribution of Forrest Seavey and funding from the Endowment Committee, ten members enrolled in the Video Ministry Workshops provided by Peter Bowden of UU Planet to learn about taking videos for the web and social media to enhance member and visitor engagement.

Proposed Bylaw Change

The Membership committee is proposing a bylaw change to better reflect the process of how we review membership rolls. Rather than only the board reviewing membership rolls, the proposed change is for the Minister, Board, Membership and other pertinent committees to review the rolls in concert. This change will be voted on at the annual meeting in September.

Current bylaws

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, a member should participate in the affairs of the Fellowship and contribute services and funds as able. The Board shall periodically review the membership rolls and may inquire of any member whether he or she wishes to remain a member. 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, by two-thirds vote of the entire Board, who threatens the well-being of the Fellowship.

Proposed bylaw change

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 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 annually review the membership rolls to identify any inactive members. The Membership Committee will 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. 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.

On-Going Programs

- Maintain guest book.
- Make available Visitor Information Packets and Welcome Cards to visitors.
- Periodically contribute to the Starr King Monthly View, the Weekly View, the Starr King website, the foyer bulletin board with announcements of Path To Membership opportunities, photos and bios of new members.
- Periodically check-in with members we have not seen in some time.
- Attend monthly Committee Chairs meeting.
- Submit Sunday worship average attendance count of adults, children and youth for the annual report to the Unitarian Universalist Association.
- Maintain member contact information for subscriptions to UUA World magazine.
- Maintain staff and board position information for the UUA directory.
- Maintain Simple Church Database and MailChimp subscriptions with member and friend updates. A "Visitor 2019" group has been added to Simple Church to help us keep track of visitors. A "Member - Previous" has been added for people who once signed the book but are no longer members. Some of these, primarily those still in the area, are also on our Friends list.
- Maintain and update Membership documents on our Starr King UU SharePoint site.
- Maintain auto email notifications for the Endowment Request,

Thanks

To Rev. Linda and Sarah Dan for inspiring services, to Rev. Linda for giving up a Saturday to facilitate Path to Membership, to Hanna Frederick and Barbara Jenkinson for assisting with Path to Membership Lunch, to Sarah Fabian for collaboration on the new "Did you Know" insert, to Allan Stern for wordsmithing the bylaw change, to Jess Marunowski for helping check in with members, to board, chairs and members for helping visitors and guests feel so welcome.

Respectfully submitted,

Katharina Kelsey for the Membership Committee

NOMINATING COMMITTEE REPORT

In the middle of February, the nominating committee met with Reverend Linda and Mary Crowell to discuss possible candidates for positions opening on the board for the next fiscal year. After many phone calls, emails and texts, the Nominating Committee is submitting the following candidates for election.

GOVERNING BOARD

Mary Crowell – President – Term – 2020 to 2022

Mary was raised a UU in Hopedale, MA. When Mary and Don settled in Meredith after moving back from Colorado, their daughters were 3 and 5 and it was time to find a church for them. Mary's brother, Bob Gannett has been a member since the mid 80's so she knew of Starr King. It made sense to join him. Mary signed the book in 2000 and have been involved with the Religious Education program pretty much the entire time. Mary has been on the Board as the Vice-President for the last 3 years. Although we are currently in very challenging times due to the Pandemic, we are a strong community and Mary looks forward to continuing to help Starr King meet these challenges and continue to move forward.

Jane Clay – Vice President – Term – 2020 to 2022

Jane has been a member of Starr King UU Fellowship since 1996. Jane has served on the membership committee and volunteered to play piano and organ. Jane has volunteered for our religious education program and has served on the committee. She has served as Director of Religious Education for eight years and most recently as a consultant for the program. Jane is a member of our choir. Jane also serves as registrar for Star Island and has attended the Religious education conference they offer. She lives in Plymouth with her husband Bob and her family.

Stephanie Halter – Secretary – Term – 2020 to 2022

Stephanie has regularly attended Sunday services at Starr King for 3 years with her daughter Sidney and has been a member for 2 years. She lives in Plymouth with her husband of 20 years, having grown up in Scituate, Massachusetts. Stephanie is a faculty member at Plymouth State University in the Criminal Justice program, with a Ph.D. in Sociology. She regularly teaches research methods, statistics and a first year seminar course in human trafficking. Stephanie has served as an evaluation consultant for the NH Court Improvement Project, UNH Cooperative Extension, Belknap County Council on Children and Families, and currently for the NH Human Trafficking Collaborative Task Force, Amoskeag Health Center and the Manchester Police Department's Adverse Childhood Experience Response Team (ACERT) program. She currently sits on the ZBA for the town of Plymouth. She enjoys skiing, hiking, paddle boarding, gardening and spending time with her family.

Sandy Mucci – Trustee – Term 2020 to 2023

Sandy is a lifelong resident of the Lakes Region, mother of two daughters and Nonna to Oliver (5) and Madeline (4). She lives in Meredith and works as a real estate broker. Sandy became a member of Starr King in the Fall of 2017. Sandy enjoys singing in the choir, attends one of the

soul matters groups and Co-chairs the Stewardship Committee. Sandy was also a member of the Mission and Vision Task Force and also volunteered for fundraising events. Currently Sandy is hosting a weekly Zoom meeting “Coffee and Conversation with Sandy”, during the Covid 19 shutdown. In Sandy’s words, “The Fellowship has become an important part of my life and I welcome the opportunity to contribute to this wonderful organization.

Stewart Weldon – Trustee – Term 2020 to 2023

Stewart “Stew” Weldon has been a member of Starr King UU Fellowship for many years. Stew is retired from a long career in the hospitality industry and solo work as a janitor, freelance graphic artist, home care attendant and old school cartoonist. Stew has previously served on the governing board as a trustee as well as a stint as ministerial office assistant. Stew also served as a member on the Black Lives Matter task force. Stew lives in Plymouth with his daughter Ruby and 16-year-old dog Astro. Stew’s personal passions include social justice, reading, drawing, all forms of storytelling and anything unexplained. Stew will be honored to serve as a trustee on the board of Starr King Unitarian Universalist Fellowship.

Donald Crowell – Endowment – Term 2020 – 2021

Don has been involved with Starr King for over 20 years now in many different capacities. Don have served on the board of trustees, worked with youth groups in many different ways and was even the “Can Man” for a while helping SKUUF raise some money recycling aluminum cans. One of the most important things SKUUF has done for Don is the support his daughters and help them become the strong, independent young women they are. Don have appreciates the diversity of the people who have come and gone, but the attitude of acceptance and openness has been the constant. Don looks forward to continuing to serve on the endowment committee.

Jennifer Gentry – Endowment – Term 2020 – 2023

Jennifer holds a BS in Finance, an MS in Finance and a MAS in Accounting. She has worked as an Internal Auditor for Allied Products in Chicago, a Commercial Loan Officer for Harris Bank in Chicago, a CFO for SquadFilters in Urbana, Illinois and a Tax Accountant for YG Financial in Champaign, Illinois. Jen has served as Housing Corporation Treasurer for her sorority at the University of Illinois for over 35 years and Treasurer for the Champaign County Democrats for 18 years. Jennifer was raised a UU and became a member of Starr King in February 2017. Jennifer splits her time between Illinois, Campton, NH and a home on Six Mile Island with her wife, Janet Englund.

Deedie Kriebel – Nominating Committee – Term 2020 to 2023

Deedie has been a member of Starr King since February 2011, coming from the North Shore UU Church in Danvers, Massachusetts where she participated in Stewardship and Fundraising, organized special programs, served as Social Activities Chair, and raised her children Unitarian Universalist. At Starr King, Deedie has been co-chair of Activities, organized fundraisers, headed up the Pastoral Care Team and has been active on the Grounds and Hospitality Committees. In 2016 – 2017, served a one-year term as Vice President on the Governing Board. Deedie was elected to President in 2018 to complete Susan Jacobs’s term. Deedie as re-elected

President and has served for the past two years. She and her husband, Chuck, live in Bridgewater on Newfound Lake. Their San Francisco granddaughters spend the summer with them.

Respectfully submitted,

Susan Jacobs, Linda Haskins and Danni Simon

PERSONNEL COMMITTEE

Chair: Jennifer Gentry

Members: Nancy Voorhis & Mike Randall

Advisor: Nancy Chaddock

The Committee accomplished the following this past year:

- 1] Updated the Personnel Manual - approved by the Board in March 2020.
- 2] Updated job descriptions for all employees – incorporated input from each employee & Rev Linda.
- 3] Set up Compensation & Term Sheets – showing the amount of compensation & the terms of employment
- 4] Updated the UUA On-Boarding Spreadsheet Process – for use by Office Administrator with each new employee.
- 5] Set up a Hire Sheet – given to each new hire by the Rev Linda.
- 5] Updated & implemented various personnel procedures – to safe guard our personnel records & follow NH state rules.

PLANNED GIVING 2020 REPORT

In the fall of 2019 Planned Giving was added to the agenda for the meetings of Committee Chairs. Prior to this there had been a growing interest within the leadership of the Fellowship to inform our members and friends of the current opportunities for significant gifts to the Fellowship. Building on the purposes of the Legacy Circle which had been formed in 2012, and the establishment of the Gift Acceptance policy by our Governing Board this year, a team of three individuals was appointed to be contacts for anyone seeking information about the significant gift opportunities offered by the Fellowship.

Three brochures were written by the team and were ready to be printed and made available for our members and friends at the Meetinghouse when the pandemic hit. The brochures were then reformatted in document form and posted at our Fellowship's website under *Member Links*. You are encouraged to read this information. Additional information is available by contacting any one of the members of the Planned Giving Team: Nancy Chaddock, Janet Englund, Mike Randall.

2019-2020 PROPERTY MANAGEMENT ANNUAL REPORT

Submitted by: Paul Tierney, Chairman

The past year in Property Management, like so many of the events at Starr King this year, has been highlighted by the leasing of our Religious Education spaces to the Mid-State Health Center Children's Learning Center (CLC) and by the Covid-19 Pandemic.

Children's Learning Center Rental:

Property Management's participation in the rental to CLC actually began in June 2018-2019 Fiscal Year when the Starr King President requested a listing of areas that would be affected by the possible rental. I worked with the Treasurer and RE Committee on lease details and determined ways in which Starr King could operate successfully if renting to the CLC. On July 26, 2019 the Board approved the Lease Agreement and planning with Mid-State Health began. The lease was signed on August 15, 2019 with the following list of improvements, modifications and/or procurements to be accomplished prior to the lease commencement, under the supervision of the Starr King Property Manager.

CLC Responsibility:

- Design, procure & install play area fence and walkway gates.
- Repair walkway and flagstone crossover with ledge-pack.
- Procure trash hauling service & dumpster.
- Design, procure & install signage for drop-off/pick-up area, CLC entrance and designated staff parking.
- Installation of railing in Nursery area.
- Install window coverings in classrooms and mini blinds on RE/MD office windows & door.
- Installation of phone lines & internet access.
- Provide for storage of Starr King furniture.
- Install doorbell system on side door.
- Change lock on side door.
- Install secure access to RE hallway passage door, nursery door and elevator.

Starr King Responsibility:

- Designate area in storage room for Classroom # 2 chairs & tables.
- Relocate RE hallway shelving opposite elevator.
- Remove whiteboard on north wall of Classroom #3.

After some minor modifications to the terms of the rental agreements in the first couple of months the leasing of the spaces the rental has proceeded smoothly.

Starr King Projects completed:

Painted downstairs bathroom, installed venetian blinds in minister's office, administration office, parlor and conference room.
With the assistance of Brian Haskins, Bob Clay and Darcy Hoffman we re-lamped the sanctuary, downstairs offices and foyer.

Installed two Automated External Defibrillators (AEDs), one, supplied by Mid-State Health in the downstairs hallway and one in the Fellowship Hall that was purchased with funds from Bob and Suzan Gannett, Mary Crowell and Paul and Amy McDonald.

In December we began the installation of Mini-Heat Pump Systems in the Foyer, Sanctuary and Fellowship Hall. The system installation was completed in December, and a system inspection and full operational check was performed in January. The Mini-Heat Pumps are carrying the base heating load of those spaces. They maintain a temperature of 62 degrees (F) during unoccupied times. During periods of occupancy, the oil fired baseboard radiator system and thermostats take over to bring the room temperatures up to a comfortable level.

In October a Property Management Task Force (TF) was formed to evaluate the Fellowship building and create a listing of tasks to be performed. The members of the TF were Mary Crowell, Quentin Blaine, Fred Kelsey, Babe de Raymond, Deedie Kriebel and Paul Tierney. The TF toured the building as a group and then individually, met to create and prioritize tasks and presented the listing to the Board.

In September the Property Manager assumed supervision of the Custodian, Michael Nicholas, and in October we reviewed the position's Job Description and created a Monthly Building Cleaning Schedule.

Participated in the Green Energy Task Force throughout the year.

And then in March 2020 Covid-19 hit and affected our operations and building usage. With the exception of the CLC and virtual Sunday services the building has been locked down and activities and meetings have moved to Zoom.

I am retiring from the position of Property Manager on June 30, 2020 and it has been an honor for me to serve our Fellowship. I have always viewed Starr King Unitarian Universalist Fellowship as a bastion of liberal religion in the North Country and I trust my contribution has helped to preserve that bastion.

Respectfully Submitted,
Paul Tierney

RELIGIOUS EDUCATION REPORT 2020

The Religious Education program has been flexible this year. Until covid-19 the school age children followed the Soul Matters curriculum and met as one group. Dorothy Crowell, with assistance from Ruby Weldon, provided care for babies and toddlers. We also provided a welcoming space for children to stay in the service if that was more comfortable for them and their families. We successfully shared our space downstairs with the Children's Learning Center. When we could no longer meet in the building, we started virtual children's services every other Saturday. All programs have been well attended. Jess Dutille and Bob Clay have worked with our youth group this year.

Our new RE director, Tatum Barnes, started August 1. His resume of past experiences is impressive and he is just what we need now. He will bring a fresh approach to RE and will support children and families in this peculiar time.

We are excited to have Mary Crowell as our new SKUUF president but will miss her on the RE committee. We also say good bye to Ruby Weldon who has kept the RE program going this past year in person and then remotely. Dorothy Crowell has been our childcare provider and joined us remotely also. Thanks you to Jane Clay for writing curriculum.

Committee members: Jessica Marunowski and Diana Pamplin.

Nancy Dowey,
Chairperson

ANNUAL REPORT – SMOOTH SUNDAYS

This is the third year for Smooth Sundays. Beginning in fall 2017, all members of the congregation were assigned to one of 10 Smooth Sunday teams (approximately 14 people per team). Each team was responsible for performing all the Sunday morning tasks (i.e. greeting, taking collection, setting up sanctuary, bringing refreshments, setting up fellowship hall, cleaning up kitchen and fellowship hall, bringing flowers). This program limited each person's commitment to 4 Sundays each year, the dates being sent to team members at the beginning of the church year.

A review in fall 2019 identified 2 teams (Blue and Fuchsia) with very low participation (and adequate participation by members of the other 8 teams). A meeting of the team leaders and Smooth Sunday organizers decided to move all members of the Blue Team to the Fuchsia Team and to distribute some members of the new combined team to other teams to keep the size of the Fuchsia Team in line with the other groups.

The 9 remaining Smooth Sundays teams were scheduled to take charge of Sunday morning tasks for 36 Sundays of the year. The remaining 4 Sundays were to be taken care of by the choir, the board, and the Smooth Sundays team leaders. As of March 15 when the Fellowship began holding virtual services because of the COVID-19 pandemic, this new schedule was working well. Although the choir had one opportunity to act as a Smooth Sunday team, scheduled Sundays for the Committee Chairs and the Smooth Sundays team leaders were canceled because they were to have occurred after March 15.

When the Fellowship began to hold services and meetings by Zoom, Linda Barnes noted that the Smooth Sundays teams constituted an existing network covering most of the congregation that could be used as Caring Concern groups. Team leaders were to contact team members, provide them with information about resources available from the Fellowship to members (an information sheet was provided by Mary Crowell the following day) and set up a plan for regular communication with members. Although I contacted team leaders on May 11 for an update, I was only heard from 4 teams. I received information that suggested that the strategy was working, but I need to contact the team leaders now for an update.

Given that the Fellowship does not plan to hold in-person services during this church year, the Smooth Sundays teams will continue as Caring Concern groups and hold their other duties in abeyance. Should conditions with the pandemic change and the Fellowship begins to meet in person sooner than expected, the teams can begin to perform their usual duties. Resuming these duties will require a review of supplies in the kitchen and the sanctuary as well as developing a schedule.

SOCIAL JUSTICE OUTREACH
Annual Report
2019-2020

The world is full of massive problems that capture our attention and defy easy solutions. My inbox, and I expect yours as well, is loaded each day with urgent requests for donations, from all manner of organizations working to alleviate pain and suffering, and to take one more step toward solving challenging problems. Our Starr King Outreach Program provides one little glimmer of light; every check we send to organizations with their boots on the ground impacts someone somewhere, offering assistance and the gift of hope.

In this past year, your generosity has assisted migrant populations especially vulnerable to climate change, NH residents living with food insecurity, local individuals with no home, and families suffering the loss of their homes due to hurricane damage. You have helped a migrant in NH return home to his family, while awaiting trial for what may have been a minor violation. You have provided assistance to youth needing a safe after school environment, and families benefitting from reduced electric costs through a solar shares program.

It is remarkable. It may not seem significant when you put your Outreach check/dollars in the collection basket, but the reality is that every dollar donated helps, and collectively we are indeed able to make a difference. This past year your generosity provided nearly \$14,000!

Organizations you supported:

September: Unitarian Universalist Service Committee (UUSC): Hurricane Dorian Relief, Climate Action
October: Unitarian Universalist Action: NH Bail and Bond Fund
November: Plymouth Area Community Closet
December: UUSC Guest at your Table
January: Plymouth Area Renewable Energy Initiative
February: Pemi Youth Center
April: Plymouth Got Lunch
May: NH Food Bank
June: Bridge House

Gratefully,

Katherine Hillier, Outreach Coordinator

SOUL MATTERS FACILITATORS ANNUAL REPORT 2020

++ Soul Matters Leaders and groups continued to meet during the pandemic isolation, agreeing that being together is preferable to not being together!

** Leaders treasure their time together meeting with Linda. Free flowing discussion is a little less smooth, as we take turns speaking and with fewer cues about when people are done speaking.

** Most of our group members have computers and connections that work for the zoom format. We are looking for feedback about possible barriers.

**We think continuing Soul Matters groups in this time of isolation is particularly important in providing contact with people we care about.

** Most groups are finishing up for the year, and fall will start our next round of Soul Matter's meetings. This is often a chance for leaders to step forward or back, and for individuals to switch days/groups.

**Question: how will we effectively recruit new group members without coffee hour and bulletin boards?

**Thank you to Reverend Linda and all who are maintaining our key connections, especially our faithful group leaders: Bob Clay, Jane Clay, Mary Crowell, Judi Hall, Barbara Lambert, Margaret Salt and Bill Trought.

STEWARDSHIP COMMITTEE ANNUAL REPORT 2020

Stewardship Committee Members: Sandy Mucci and Mary Hazelton. Co-Chairs. Nancy Chaddock, Jennifer Legier, Robert Gannett, Susan Scrimshaw.

Our committee is so relieved that our Stewardship campaign had ended before the covid epidemic necessitated the closing of our Fellowship building. We were able to hold our cottage meetings through the month of February into March, and most of our pledges were in by March 15th. On this day, the last day we met in person, we celebrated the end of our campaign and our financial commitment to this fellowship during our fortieth anniversary celebration. The epidemic did inform our decision to send electronic thank-you notes rather than use the mail. We also considered the financial affect the epidemic might have on people and reminded folks that their pledge could be changed at any time, and that financial assistance was available through the Fellowship. The epidemic will certainly affect our FY 2021-22 campaign as we determine how best to safely communicate with our members and friends to encourage continued generous support of our Fellowship.

The work the members of this fellowship did to develop a mission and vision statement in the fall drove our theme for our 2020 campaign. We shared in our publicity the comments that folks made during our sessions expressing the importance of the Fellowship in their lives, and the joy, community, and meaning they find here. Our campaign became the financial expression of our mission to cultivate more love in the world and nurture more love for the world.

This year's campaign:

- Mid Jan.-March 15. Inspirational quotes from mission/vision sessions in Starr King view and on the big screen.
- Feb. 2. Campaign officially begins with a testimonial by Susan Scrimshaw.
- Feb. 9 through March 7. Eight cottage meetings, 63 people in all attend.
- Feb. 16- Spiritual Journeys Service.
- March 1-Participatory Art Installation "Reflections on Belonging" celebrating Starr King UU Fellowship. Design donated by San Francisco artist Mary Corey March.
- March 15-Commitment Sunday celebrating our 40th anniversary and the financial support that helped to create this Fellowship in the past and will support our mission and vision into the future.
- 78 pledges raised \$176,000 for FY2020-21 exceeding last year's pledges by about \$4,000. More than half of the 78 pledge units increased their pledge.

Thank you to all who participated the Stewardship campaign this year. We are so grateful that our members and friends call on their deep values and faith to give generously to fulfill our mission and vision.

SUMMER SERVICES - 2020

These services were offered using Zoom since we could not meet at the Fellowship.

June 28th - The service was live-streamed from the UU General Assembly. Two of our members, Kathy Kelsey and Janet Englund, sang in the virtual choir!

July 5th - Members were encouraged to watch the Frederick Douglass speech. Rev. Linda Barnes, Nancy Chaddock and Suzanne Gaulocher took part.

July 12th - The members of the Fellowship who "attended" the virtual GA spoke about their experiences. Speakers were: Nancy Chaddock, Jane Clay, Janet Englund, Jennifer Leggie and Kathy Kelsey. Cindy Spring facilitated the service.

The rest of the services were discussions. Most were planned and facilitated by Cindy Spring. Mary Crowell was our Zoom hostess.

July 19th - "What does the Sabbath mean for Unitarian Universalists?"

July 26th - "Being Good for Nothing" - This service was based on an old story about Universalists. (Without the threat of a hell, why would people be good?)

August 2nd - "Transitions, part 1 - Dealing with Endings" How can we learn to honor the endings in our lives?

August 9th - "What is white privilege and how does it show up in our lives?" This discussion was facilitated by our Black Lives Matter Task Force.

August 16th - "Transitions, part 2 - Dealing with New Beginnings"

August 23rd - "Meaning Making". What gives meaning to your life? How has this changed due to the Pandemic?

August 30th - "The Past and the Now" - Given the current state of things, how can we best move forward?

September 6 - "A Service of Gifts" - sharing favorite poems and readings.

~ Cindy Spring

2019-2020 WORSHIP ASSOCIATES REPORT

Worship Associates are lay members of Starr King Fellowship who work with a minister or lay-leader to plan and conduct Sunday morning worship for the benefit of the whole Fellowship. When the members of the Fellowship enter church on Sunday morning and see one of their own in the sanctuary, it heightens their sense of participation in the service – it creates ownership of the process, week by week. If the worship associate is a friend or acquaintance of theirs so much the better. It makes visible and real the so-called conversation between the worship leaders and those in the chairs. Part of the excitement of coming to church on Sunday involves seeing and hearing one of their own participating in and leading the worship.

Worship Associates meet monthly with the minister to review the past month's services, plan the following month and discuss possible changes to the service. Each associate assists the minister once a month by delivering a welcome and readings, assisting with Joys and Sorrows, and, when the minister is not in the pulpit, working closely with the guest minister or lay leader to coordinate and lead services. In the period between the beginning of the church year and the Covid-19 shutdown the Worship Associates hosted and worked with 5 Guest Ministers.

The 2019-2020 Worship Associates were Bob & Jane Clay, Judi Hall, Kathy Hillier, Joe Kelaghan, Jennifer Legier, Margaret Salt, Paul Tierney, Betty Ann Trought and Ann Verrow.

Post Covid-19 with the Sunday Services moving to a virtual service and to the need to reduce the number of people in the building the Worship Associates have been inactive.

Respectfully Submitted,

Paul Tierney

Coordinator

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

Susan Jacobs	2020
Danni Simon	2021
Linda Haskins	2022
Deedie Kriebel	2023

Endowment Committee

Amy MacDonald	2021
Betty Ann Trought	2023
Jim Hostetler	2022
Don Crowell	2021
Fred Kelsey	2021

Committee on Ministry

Margaret Salt
Babe DeRaymond
Suzan Gannett
Jess Marunowski

2020 Committee Chairs

<i>Climate Action & Planned Giving:</i>	Nancy Chaddock
<i>Endowment</i>	Fred Kelsey
<i>Finance</i>	Janet Englund
<i>Membership</i>	Kathy Kelsey
<i>Newsletter</i>	Barbara Avery
<i>Nominating</i>	Susan Jacobs
<i>Pastoral Care</i>	Rev. Linda Barnes
<i>Personnel</i>	Jennifer Gentry
<i>Property & Maintenance</i>	Paul Tierney
<i>Religious Education</i>	Nancy Dowey
<i>Smooth Sundays</i>	Joe Kelehagn
<i>Soul Matters</i>	Margaret Salt
<i>Stewardship</i>	Mary Hazelton & Sandy Mucci
<i>Vice President</i>	Mary Crowell
<i>Worship Associates</i>	Paul Tierney

MEMBERS LIST *(Prepared By SimpleChurch on 09/15/2020)*

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

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

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

THANK YOU!

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