

**Agenda for FY 2008-2009 Annual Meeting**  
Unitarian Universalist Church of Nashua  
June 11, 2009

Time	Duration	Agenda Item / Topic	Presenter
6:30	0:25	Gathering <ul style="list-style-type: none"> <li>• Refreshments in Dining Room</li> <li>• Church year in pictures in Sanctuary</li> </ul>	
6:55	0:05	Prelude	Choir
7:00	0:03	Call to Order, Certification of Quorum and Reading of the Purposes from the Articles of Agreement	Laurie Goodman, President Hilary Keating, Clerk
7:03	0:04	Chalice Lighting	Rev. Steve Edington
7:07	0:03	Approval of the Consent Agenda	Laurie Goodman
7:10	0:05	Minister's Report	Steve Edington
7:15	0:05	President's Report	Laurie Goodman
7:20	0:05	Worship and Spiritual Development Interlude	Anya Zakiewicz
7:25	0:05	Clerk's Annual Report of Church Membership <ul style="list-style-type: none"> <li>• Approval to remove from membership the individuals recommended by the Clerk, per Article 3.4 of the Church Bylaws</li> </ul>	Hilary Keating, Clerk
7:30	0:05	Religious Education Interlude <ul style="list-style-type: none"> <li>• (Recognition for Honk!)</li> </ul>	Jim Woolsey/Pat Fields
7:35	0:05	Investment Review Committee	Bob Sampson
7:40	0:05	Community Loan Fund	Ellen Barr
7:45	0:20	Proposed change to the Bylaws	Mike Wilt
8:05	0:05	Musical Interlude	Choir
8:10	0:05	Pledge Drive	Ellen Fisher, Vice President
8:15	0:10	Nominating Committee <ul style="list-style-type: none"> <li>• Presentation of Nominees</li> <li>• Nominees from the floor</li> <li>• Vote and election</li> </ul>	Tina Marshman
8:25	0:20	Treasurer's Report 2008-2009 Fiscal Year and Presentation of the Proposed FY 2009/2010 Budget	Mike Wilt, Treasurer
8:45	0:05	Community Involvement Interlude	Mary Ferguson
8:50	0:05	Congregational Fellowship Interlude	Joyce Stewart
8:55	0:05	Other Business	
9:00		Adjourn	

**Consent Agenda**

- The Congregation approves the minutes of the 2008 Annual Meeting, held on June 12, 2008, as submitted by the clerk
- The Congregation accepts and places on file the reports of the following committees and programs (posted at [www.uunashua.org/gov.shtml](http://www.uunashua.org/gov.shtml)):
  - Financial Records Review, Investment Review, Membership, Music, Denominational Connections, Cemetery, Property, Public Relations, Religious Education, Social Justice, and White Wing.

## **Minister's Annual Report June 11, 2009**

Each year in which I've been minister here has provides me with at least one special moment, or more, that lets me know that we are indeed getting it right when it comes to our being a vibrant liberal religious community. This year I can point to several such markers:

\*The production of the play HONK at our Sunday service on March 21 was a joyous occasion, and a tribute to the fine work of our Music Director, Jed Holland. Jed, Martha Holland, and a sizeable production crew provided us with one of the more uplifting Sunday services we've had in the course of my ministry here. As fine as the play itself was—with a wide age range from children to adults in the cast—it was also an indicator of the depth of spirit and commitment that exists in our congregation today.

\*Another such marker was the appearance of our Association's President, Rev. William Sinkford, in our pulpit on January 25 to launch our UU Association's participation in the Campaign for a Living Wage. This is an effort by a coalition of religious groups in our country to push Congress to raise the minimum wage. Here again, beyond the issue being dealt with, was a tribute to our congregation. We were chosen for President Sinkford's appearance because of our reputation in our wider UU family as being a congregation especially focused and active on social justice issues. I commend our Social Justice Committee and its Chair, Ellen Barr, for the great work they do—which is gaining notice beyond the bounds of our church.

As a sub-clause here, I commend this congregation as well for the role we were able to play in securing the passage of legislation in our New Hampshire State House for full marriage equality. Representative Paul Hackel, a member of our church, was especially gratified at the large number of petition signatures he got from the congregation in support of the same-sex marriage bill. We are already planning a New Years celebration, culminating with a marriage ceremony for some of the same-sex couples we have in our church.

\*The third marker I would cite has been the amazing response to our pledge drive this year. One of the backdrops we were acutely aware of as this year's drive got underway was the trying economic climate we were operating in. Many of our members and friends were facing a job loss, or the uncertainty of their employment. Couple this with the declining value of our invested funds due to the workings of the stock market, and some roof repairs that could no longer be delayed—and the overall picture looked rather grim. Your response, as a congregation, was to provide us with the most successful pledge drive we have ever had in terms of total dollars pledged. You raised our pledge base by over \$15,000 at a time when it could not have been more crucially needed. I'll leave the actual crunched numbers to our fine Treasurer, Mike Wilt, and his reports. Here I especially want to thank our Pledge Drive Chair, Ellen Fisher, all of those who worked with her, and most of all, each and every one of you who responded to our pledge appeal in the way you did.

It continues to be my honor and privilege to serve this congregation as your minister, leading in worship, offering counsel and care, participating in adult education, representing us and our values in the wider community, and attending to the overall operation of our church with the help and support of a wonderful staff.

About our staff: By your response to my remark in my sermon on May 31<sup>st</sup> about Sherri Woolsey, our Office Manager and Membership/Volunteer Coordinator, being the “heart and soul of our congregation” I must have gotten it right! Chris Parker our Religious Education Director of 23 years now, and the Religious Education Committee, have given us another year of excellence when it comes to the Religious Education we offer to children and young people. Sandra Martinage, now designated as our “Sexton” continues to keep our facility very attractive and well maintained and well cared for. I’ve already noted Music Director Jed Holland’s leadership in the HONK production. This was but one indication of the many gifts, talents, and energies he brings to our outstanding Music Program. Jed is ably assisted by a hard working Music Committee, Chaired by Kathy Grossman, as by Geri Davidson as she handles the many administrative tasks and duties needed for this program to go forth.

As I’ve said on other occasions, the ministry I’m blessed to have here would not be possible were it not for the ministry of our staff as well.

Along this line I’m particularly pleased at the opportunities we’ve offered this year for adult education and enrichment. Barbara Berrios has become a member of our Religious Education Committee, with a special emphasis in this area. I thank her for her good work, for all who took leadership roles in our ongoing Food for Thought Thursdays program, and our wonderful Covenant Group leaders.

In addition to the Staff and Executive Team I feel blessed as well to have a dedicated and hard working Executive Board—under the very capable leadership of Laurie Goodman. It was largely through Laurie’s initiative and effort that we were able to put a long-range Strategic Plan in place for our congregation last fall. Many of you—Board members, Committee Chairs, and dedicated members and friends—spent two Saturdays with our consultant, Larry Lemmel, as we charted a course for the future direction of our church. I’m gratified with all the good work that was done on this, and feel we will do well in the Plan’s implementation in the coming years.

It is our many Committees, and the huge number of volunteer hours they represent, who do so much of the work of this congregation. I hope you will take the time to read the Committee Reports. They are much more than words on paper. They, too, indicate a depth of commitment on the part of our members that we are very fortunate to enjoy.

Our Worship Associates group was a great help to me in both assisting me in worship and offering feedback and conversation about the quality of our worship experience. This year, with Worship Associate participation, we tried an occasional “shared sermon” at our Sunday services. When my sermon topic was one that would be particularly inviting

of more than one perspective (like mine) another member of the WA Team—or from the wider congregation—was also invited to speak to the subject. Also in the vein of worship leadership, I thank Anya Zakiewicz for coordinating our Summer Services once again.

Along with all of our joys this year was our sorrow in the passing of our wonderful and long-time members: Bliss Woodruff and Jeanne Scheer We bless and honor their memory. In the midst of our sorrow, I was pleased with the spirit of each of their Memorial Services as we celebrated lives truly well lived—and lives that contributed much to the greater life of our church.

In our wider community I continue to serve as the First Vice President of the Executive Board of the Granite State Organizing Project. I also serve on the Executive Committee, as immediate past President, of the Nashua Area Interfaith Council.

In our New Hampshire/Vermont District—soon to be the Northern New England District—I am the Good Offices Person for New Hampshire for our Unitarian Universalist Ministers Association Chapter. Along with Rev. Olivia Holmes I have served as the District Co-Coordinator for the campaign of Rev. Laurel Hallman for UUA President. On June 26, at our UUA Annual General Assembly, the election of our Association's next President will take place in what has been a very spirited campaign between Rev. Laurel Hallman, minister of the First Unitarian Church of Dallas, Texas, and Rev. Peter Morales, minister of the Jefferson UU Church of Golden, Colorado.

Before leaving matters of our District matters I must add a note of pride and commendation for the work of our member and former Church President, John Sanders, as he completes his first year as President of the newly formed Northern New England District of the UUA.

What more to say other than thanks for another busy, and gratifying year! I close this year on an especially upbeat note, while knowing that we still have work to do, and challenges, to meet when it comes to growing our congregation, and keeping our fiscal house in order. When I see the energy and vitality that continues to characterize this fine congregation I have every confidence that we will keep on our positive path.

My very best to all of you.

Respectfully submitted:

Rev. Stephen D. Edington

**President's Report**  
**Unitarian Universalist Church of Nashua Annual Meeting**  
**June 11, 2009**

As the 2008/2009 church year comes to a close, I am thinking about the many ways that our activities have reflected the deep commitment we have as a congregation to the principles of Unitarian Universalism, and the steps we have taken together that show we recognize our responsibility to current and future church members, as well as to the community outside our doors. I would like to share here some of what I consider to be the highlights:

**Strategic Vision for 2018**

In the 2007/2008 church year, the Executive Board identified the need to establish a long range strategic plan based on our values, vision, and mission to help guide our decisions in the coming years. With the financial assistance of the UUA, made possible through our standing as a "Fair Share Congregation," we were able to secure the services of strategic planning consultant, Larry Lemmel, who has extensive experience in working with schools, towns, and congregations in developing comprehensive plans to achieve long term goals.

A *sincere* thank you goes out to the 34 church members who gathered together for two full Saturdays during the best weather of the autumn season in order to develop our Strategic Vision for 2018. Included in the planning process were members of the Executive Board, our minister, committee chairpersons and committee members representing a diverse cross section of our membership.

This plan is guiding us in becoming the "church of our highest aspirations" within the next ten years. The work we have done so far is just the beginning, and it will require the active, ongoing participation of the Executive Board, the Executive Team including committees, and all church members interested and invested in our future in order to successfully achieve our objectives. You can read an overview of the Strategic Vision for 2018 in this binder.

**Church Council**

Following the creation of the Strategic Vision for 2018 in the fall, we convened in January a "Church Council" Meeting, similar to the Inter-Committee Council Meetings our church held in past years. The purpose of this meeting was to introduce the new Strategic Vision for 2018 to the committees, and to begin to integrate the SV2018 into the work of the Executive Board and Executive Team including Committees.

This meeting was well attended, and provided an opportunity for the various committees to share the mission and focus of their activities as well as their success stories. Following the presentation of the SV2018, committees broke into small groups and then shared with the larger group ways in which their committee could integrate the objectives of the strategic plan into their work. This exercise will result in specific projects that the various committees will develop and carry out to help us achieve our strategic goals. Committees will be asked to provide details of these projects when the new church year begins in the fall.

### **Revising our Annual Meeting**

Following our Annual Business Meeting last year, Ellen Barr approached me to discuss the idea of revising our Annual meeting to better reflect our Mission and Vision. In later conversations we discussed our desire to also incorporate aspects of our new Strategic Vision for 2018.

At the Church Council meeting, we formed a small committee to develop our ideas, and led by Ken Cowan, we developed the agenda for this year's Annual Meeting. Our goal was to incorporate the important business we need to conduct with more spiritual and contemplative pieces that reflect the things we value as a congregation. We encourage your feedback and participation in developing this idea further in the coming years.

### **Interfaith Oil Crisis Response**

In my professional role in Congressman Hodes' office, I became acutely aware this past fall of the devastating effect the sky rocketing oil prices were going to have on low and moderate income area residents. It was clear that even if the federal government doubled or even tripled the LIHEAP funding to assist extremely low income families to purchase fuel oil, it was not going to come close to meeting the need and many families would go without heat during the winter.

I am proud to say that members of this congregation responded to this impending crisis, contributing a generous \$5,772 through our Sunday Outreach Collections for Southern New Hampshire Services Fuel Assistance Discretionary Fund. This fund does not have the strict, narrow rules imposed by the federal government for the LIHEAP funds, and can be used on a case by case basis at the discretion of the Energy Director for Southern NH Services to provide additional assistance to families in need of more fuel, to help with weatherization materials, or to repair or replace a broken heating system. In addition, our congregation called on other faith communities in the Greater Nashua area to join us in contributing to this worthy cause, and as a result, several thousand additional dollars were raised to help our neighbors through this very challenging situation. This effort alone reflects many of our guiding principles, including "justice, equity and compassion in human relations," "the inherent worth and dignity of every person," and "respect for the interdependent web of all existence of which we are a part."

### **Executive Board**

This church year the Executive Board took an active role in developing the plans for the strategic planning process, the pledge drive, and the Church Council. In addition, members of the Social Justice Committee took the lead role in looking into the feasibility of our church investing in the NH Community Loan Fund as a fiscally sound investment for our congregation, and arranged for representatives from the organization to give a presentation on this for the Executive Board and members of the Investment Review Committee. Since Ellen Barr will be speaking about this, all I want to say now is thank you to the Social Justice Committee, the Investment Review Committee, and members of the Executive Board for your thoughtful consideration of the merits of this investment opportunity that so well reflects our deep commitment to social justice, our Seven UU Principles, and our fiscal responsibility to future generations that will come after us in this faith community.

In addition, the Personnel Committee completed their work on a comprehensive Personnel Manual for our church staff that will provide meaningful guidance for decades to come. A sincere thank you to all of you who dedicated so many hours to producing this important and useful document.

I would like to thank two members of the Executive Board who are stepping down now after several years of dedicated service. The wisdom and experience of both Stephen Nodvin and Jim McCormick will be missed.

The Nominating Committee is nominating two young, energetic members of our congregation who have already made large contributions through their participation in the life of our church. Having worked with both of them on a committee and learning first hand how much they have to offer, I am excited to have their active participation and enthusiasm on the Executive Board.

### **Looking ahead**

This year, several of our dedicated, long term committee members are stepping down from their leadership roles, leaving big shoes to fill. Tina Marshman has steered the Nominating Committee with a deep understanding of our both our history as well as a keen sense of where we need to go as a community of faith. Steve Ladew is finishing his term on the Financial Records Review Committee, where his depth of knowledge in financial practices has been most valuable. Ellen Barr's own deep commitment to social justice issues along with her thoughtful approach to finding new and better ways to carry out social justice work has provided our congregation with a new energy that has forged new paths for accomplishing this important work that is so fundamentally tied to our Mission and Vision.

These individuals have been exceptional stewards of our congregation, and will continue to make significant contributions. However, I would like to take this opportunity to put out a call for the next generation of leaders to step up and take on the challenge of stewardship. There are many among us who have contributed in many large and small ways as members of committees, and for some, the time has come to raise up your hand and say, "yes, I will take on the responsibility of organizing the work of this committee." All it takes is a willingness to devote some of your time and energy to combine your efforts with those of many others who are committed to doing the important work that will move the Unitarian Universalist Church of Nashua into the future.

Finally, I would like to acknowledge and celebrate the extraordinary commitment of our members reflected in the success of our pledge drive. In this very challenging and uncertain economic climate, our members rose to the challenge of pledging from a place of hope and optimism, rather than fear. Through your dedication to our vision and mission, you have made it possible to offer our staff a small cost of living raise, add much needed funding to projects devoted to the upkeep of our historic facility, and even put some money aside for unexpected needs that will undoubtedly arise. In addition, we happen to be the generation whose responsibility it is to make major repairs to our roof, which will, once finished, keep future generations of members and visitors to our facility dry and warm for more than 150 years. Your generous pledges will assist us in accomplishing this needed repair.

Thank you to all who contribute your time, talent, and financial pledges to this, our spiritual home. And thank you for participating in the annual business meeting, our expression of the importance of the "democratic process within our congregation and in society at large."

Laurie Goodman, President

**Clerk's Annual Report  
June 11, 2009**

**New members joining since 13 June 2008** **28**

Mary Jo Cannerella	Gordie Calkins
Crystal Cassidy	Sue Cater
John Cesana	Darryle Cockerham
Jennifer Cockerham	Gordon Edington
Diane Fontas	Kathleen Griffis
Steve Griffis	Jenny Grossman
Eileen Herring	John Herring
Gillian Hinkle	Jamie Hinkle
James Kociuba	Patti Morin
Scott Morin	Michelle Morrison
Karen Murray	Kevin Murray
Steve Press	Josh Reilly
Julie Reilly	Dave Robbins
Andy Sylvia	Jim Warren

**Members to be removed by request:** **4**

Elyse DeMichael	Georgia Olsson
Holly Hornor	Larry Hornor

**Deceased Members:** **4**

Gail Gallant	Judy Horton
Jeanne Scheer	Bliss Woodruff

**The following are being reported pursuant to Article 3.4\*  
of the Bylaws for removal by vote of the membership:** **12**

Elizabeth Blundell	David Blundell
Judy Davis	Claire Blood-Deschamps
David Blood-Deschamps	Robert Desmarais
Dawn Desmarais	Celine Fortin
Jennifer Lease	Caryn Mitchell-Munevar
Suzana Moreira	Ian Stewart

\*Article 3.4 of the Bylaws states that a member who has not demonstrated continued interest in the Church, financially or otherwise, and has not responded to a communication from the Clerk shall, upon report by the Clerk and the vote of the Church membership any Annual Business Meeting, be dropped from the membership list.

**Total number of members eligible to vote as of 11 June 2009\*\*** **305**

\*\*A member eligible to vote is defined as any member eighteen years of age or over who has been a member of the Church for the three consecutive months immediately preceding the meeting and has made a financial contribution of record during the current or preceding Church fiscal year.

Respectfully submitted,

Hilary S. Keating  
Clerk



## ANNUAL MEETING

### UNITARIAN UNIVERSALIST CHURCH OF NASHUA

June 12, 2008

A quorum of 57 members having been met, President of the congregation Laurie Goodman called the meeting to order at 7:15. Reverend Steve Edington lit the chalice and did a reading as Opening Words.

Laurie Goodman read the Purposes and Articles of Agreement, noting the change of name from New Hampshire/Vermont District to Northern New England District.

#### **Consent Agenda**

Bob Sampson moved the adoption of the Consent Agenda and Billy Parker seconded. The motion passed unanimously. The Consent Agenda consists of the minutes of the 2007 Annual Meeting, held on June 12, 2008, as submitted by the Clerk, as well as the reports of the following committees and programs, which were placed on file (posted at [www.uunashua.org/gov.shtml](http://www.uunashua.org/gov.shtml)): Financial Records Review, Investment Review, Membership, Music, Denominational Connections, Nashua Cemetery Association, Property, Public Relations, Religious Education, Social Justice, White Wing, Personnel, and Worship Associates/Worship and Service. Bob Sampson moved, seconded by Billy Parker, that the Consent Agenda be adopted. The motion passed.

#### **Minister's Report**

Steve Edington presented his report, which is filed with these minutes.

#### **President's Report**

President Laurie Goodman presented her report, which is filed with these minutes.

#### **Clerk's Annual Report of Church Membership**

Clerk Hilary Keating presented her annual report of 2007-2008, which is filed with these minutes. She noted that the report lists members who have joined this church year, those who have asked to be removed, those who have died, and those who have been removed pursuant to Article 3.4 of the Bylaws. Bob Sampson moved, seconded by Steve Hedges, that the Clerk's minutes be accepted. The motion passed.

#### **Treasurer's Report: FY 2007-2008**

Treasurer Mike Wilt presented his report, which is filed with these minutes. There were questions regarding money spent on maintenance, Fair Share, and income from

pledges. Mike noted that most of the money for maintenance within the first few months of the church fiscal year was spent on a major asbestos problem in the church. Bob Sampson moved to accept the Treasurer's Report, seconded by Steve Ladew. The motion passed unanimously.

### **Financial Records Review**

Steve Hedges presented his report, written with Steve Ladew. This year the FRRC examined not only the church records but those of White Wing School and the Nashua Cemetery Association as well. Committee members found this process valuable and strongly recommended that the practice continue each year. The committee report, which is part of the Consent Agenda and is filed with these minutes, made several recommendations.

### **Investment Review Committee**

Bob Sampson presented his report, which is part of the Consent Agenda and filed with these minutes. He noted that there was a fee increase of about \$4000 per year by the Bank of America and, while the committee considered other investment arrangements, it decided to stay with Bank of America. Bob also reminded us that, while the endowment can be counted on to provide substantial support for our budget, we must remember that our primary source of funding has to be the annual contributions of church members.

### **Proposed Budget for FY 2008-2009**

Mike Wilt explained the proposed budget, noting that the pledge drive was weak but the endowment was stronger than expected. He expressed an ongoing concern that staff compensation is still higher than the income from pledges and reiterated that the church should not use its endowment for operating expenses. There was a question regarding the proposal to combine the Norma Rowley Scholarship Fund with the Cal Libby Fund, which spurred much discussion. John Sanders moved, seconded by Steve Hedges, that the Cal Libby scholarship be funded from the Norma Rowley fund so that the two would be combined and renamed. In discussion, there were concerns that doing this may change the intent of the funds, as the original funds were funded by different sources. After more discussion, John and Steve withdrew their motion. Cecile Bonvouloir then expressed concern that, with the new rules for choosing projects/agencies for outreach monies, the Donna Purkhiser Fund associated with White Wing School will be in jeopardy. Concerns were addressed by Ellen Barr who heads the committee to determine the recipients of outreach monies. Jim McCormick moved, seconded by Harry Purkhiser, that the 08-09 budget be approved. The motion passed.

**Nominating Committee Report**

Tina Marshman presented the slate of nominees for Executive Board, Nominating Committee, Financial Records Review Committee, and Nashua Cemetery Association. Roy Goodman moved, seconded by Kate Messner, that the slate be approved. The report, with the slate of nominees, is filed in these minutes. The motion passed unanimously.

**Motion to Adjourn**

Sarah Widhu moved, seconded by Harry Purkhiser, that the meeting be adjourned at 8:40.

Respectfully submitted,

Hilary Keating, Clerk

**Unitarian-Universalist Church of Nashua, New Hampshire  
Investment Review Committee Report for Fiscal Year 2009**

OUR ENDOWMENT AND THE COMMITTEE

In spite of a very difficult time for all investments, our Church is fortunate to still have a very substantial endowment, currently worth about \$3,028,000, down from about \$3,923,000 a year ago.

This endowment is managed by the Investment Review Committee, which is chartered under the Church by-laws to monitor and control, subject to direction from the Executive Committee, performance of the Church's invested funds. Church Treasurer Mike Wilt, former Treasurer Jon Lasselle, Treasurer of the Cemetery Association Russ Leonard, Carol Houde, Joan Connacher, and I make up the Committee. For those funds whose donors did not specify a manager, the Committee may employ advisors to assist it, and currently uses the Bank of America (B of A) for the Church and Cemetery Trust Fund, the Restricted Funds (restricted as to use of income), and the Retirement Pension for Louise Ekstrom (Church Secretary for many years). The Church/Cemetery funds are comprised of bequests and accumulated gains, with

10.02% of the total belonging to the cemetery. The Sarah M. Balcom Fund is held by the TD Banknorth Investment Management Group as Trustee in perpetuity for the benefit of the Unitarian-Universalist Church of Nashua. Two Helen Willis Boutwell Funds are also held in perpetuity by the Unitarian-Universalist Association for our benefit.

For a summary of our investments and their recent performance, turn to the last page of this report. The paragraphs that follow discuss our investment philosophy and give details on the funds and their results.

OUR INVESTMENT POLICY AND RESULTS

The investment objective for all our B of A funds is Balanced Return, which is defined as seeking long-term Total Return opportunities through investment in both equities and fixed income instruments, with further allocations into large, medium and small capitalization stocks and foreign securities. The equities portion is to be between 50% and 70% of the total invested and the fixed income portion to be between 30% and 50% of the total. We seek an 8% Total Return (income plus principal growth) over several years, which many investment advisors consider reasonable for a Balanced Return account. This should allow us to draw about 4% to 4.5% of the average value of the funds over twenty quarters, leaving about 3% for inflation and about 1% for growth. This fiscal year, the principal has shrunk by about 23%, even though we did not use all of the available income.

Bank of America uses individual stocks and bonds as well as mutual funds, notably in small capitalization and foreign securities mutual funds. The mutual funds are products of Columbia Management, a subsidiary of B of A. B of A's size makes moving in and out of small caps difficult and they do not claim great expertise in foreign markets. At present, the Church/Cemetery Fund is about 13% invested in mutual funds, with the balance in individual securities. The expenses of the mutual funds are included in the overall management fee we pay B of A. While other funds might in some instances be more attractive, the expenses we would incur by using them would tend to eliminate any advantage.

At present, 48.00% of the Church/Cemetery Fund is in fixed income securities (bonds, cash, and the Minister's mortgage) and the remaining 52.00% is in common stocks, convertible bonds, and mutual funds. Late this year, we added a \$25,000, five year loan at 4.0% to The New Hampshire Community Loan Fund to our fixed income portfolio. This combines a good investment with a social purpose. Details of the Fund and its work are given in a separate report. The Church/Cemetery Fund had a Total Return of (18.24%) for the twelve months ending May 31, 2009. For the fiscal year ending May 31, 2009 the Fund paid a total of \$97,468.58 in income to the Church and \$9,528.17 the Cemetery Trustees. Under the Total Return principle, the Church also received \$30,531.42 from the principal side of its account, while the Cemetery withdrew no principal. To reiterate, this fund is completely unrestricted as how it is invested, and as to how both income and principal may be used.

Of the B of A managed Restricted Funds, 84.10% is fixed income, cash and equivalents, while 15.90% is in equities. Both funds are more heavily weighted than usual with fixed income securities, and B of A is seeking opportunities to profitably restore the balance between stocks and bonds.

Our other major invested account, the Sarah M. Balcom Fund, is an irrevocable trust managed by the TD Banknorth Wealth Management Group for our benefit. As a consequence, we have no direct control over the investments in the fund and can only express our needs and goals to the Bank; we have asked the Bank to maximize income for the Church from this fund. (Under the Trust, we receive only income; any capital gains are reinvested.) As of December 31, 2008, this Fund had a market value of \$242,198 (\$312,836 in 2007), and had provided the Church with \$7,545 during the calendar year 2008. (\$5,920 in the previous year.) At the end of 2008, the fund was invested in a variety of mutual funds, with \$115,494 in equities; \$210,302 in fixed income and cash or equivalent. TD Banknorth's management fees for the year were \$2,118 or 0.87% of the funds' value at year-end.

The two Boutwell Funds are held by the Unitarian-Universalist Association. The two funds were jointly worth \$22,771 as of December 31, 2008, (\$32,803 a year earlier) and gave us \$1,715 in income (\$1,730 a year earlier). These funds are managed according to policies very similar to those B of A and we are following; i.e., Total Return, a 5.0% draw based on thirteen rolling quarters (we use twenty), and an effort to be socially responsible.

As stated above, and In consultation with Bank of America, the Committee has set our annual Total Return expectation for the B of A-managed funds at 8%. This Total Return will be calculated as a rolling average over the previous 20 quarterly accounting periods. The longer-term performance is shown for each account on a Total Return basis in the table below: Again, a poor market year has afflicted our averages, which are still not meeting our return objectives; over six or ten year spans.

#### TOTAL RETURN HISTORY

(Expressed as a percent of prior year-end value adjusted for time-weighted additions/withdrawals of principal.)

FUND	FY09	FY08	FY07	FY06	FY05	FY04	AVERAGES	
							6 yrs	10 yrs
CHURCH/CEMETERY	(18.24)	0.47	15.51	9.61	8.70	10.52	5.13%	5.91%
A. STEARNS (N/A in '08 or '09)	n/a	n/a	16.30	8.55	8.31	10.45	4.75	6.54
BALCOM *	(20.16)	8.29	9.28	4.24	6.28	9.27	2.87	1.76
BOUTWELL*	(25.35)	7.51	10.00	12.80	19.20	(12.80)	5.25	3.01

\* Figures are for calendar years. For the Balcom Fund total return is shown even though we receive only income.

As previously mentioned, the next page shows the performance record of these accounts for the past fiscal year and also shows for the same period the change in value of the commonly followed Dow Jones Industrial Average and S & P 500 stock average, and as a measure of annual inflation, the Consumer Price Index.

### FEES

The new fee schedule charged by Bank of America replaces the fee schedule that was modified in 1994, and is given below:

- 1.01% of first \$1, 000,000
- 0.63% of next \$2,000,000
- 0.48% of next \$2,000,000

The new fee increase is about \$4,000 a year, and went into effect June 30 of 2007. We were able to negotiate a reduction in the fee schedule originally proposed, and after consideration of other investment arrangements, decided to continue with B of A. We did not feel that any of the alternatives offered equal or better service for the same price, and appreciated the excellent service given us by B of A and its predecessors.

### CONCLUSION

It is important for each member of the Church to recognize that while the endowment can be counted on to provide substantial support for our budget, we must remember that our primary source of funding has to be the annual contributions of the Church members. By making our own individual contributions we become a constituency which is more invested in our institution and its programs than if we stand on the sidelines and wait for others to pick up the tab. Note that total funds received by the Church from our Church/Cemetery Fund last year was \$137,528.17. This total of \$137,528.17 is about 3.84% of the combined average market value of Church endowment fund during the year. This is slightly less than the 4 or 4.5% we consider a prudent rate of withdrawal, but reflects the strong commitment you have made to not depleting our endowment and supporting the Church with your pledges.

Respectfully Submitted,

**Investment Review Committee**

Robert G. Sampson, Chairman

**UNITARIAN UNIVERSALIST CHURCH OF NASHUA - INVESTMENT REVIEW COMMITTEE REPORT FY 2009**

Account Performance Summary as of May 31, 2009

<b><u>INVESTMENT ACCOUNTS</u></b>	Market Value @5-31-08	Market Value @ 5-31-09	%Increase of Principal	% Yield (Net)	Time Weighted Total Return (Net)
<u>Bank of America:</u> Church/Cemetery	\$ 3,452,714	\$ 2,647,446	(23.32)%	2.80%	(18.24)%
<u>Banknorth:</u> Sarah Balcom Trust *	\$ 312,386	\$ 242,198	(22.57)%	2.41%	(20.17)%
<u>UUA</u> Boutwell funds*	\$ 32,803	\$ 22,771	(30.58)%	5.23%	(25.35)%
<b><u>RESTRICTED ACCOUNTS</u></b>	Market Value @ 5-31-08	Market Value @ 5-31-09			
Bank of America:	\$ 98,022	\$ 100,524	2.49%	2.90%	(4.16)%
<b><u>PENSION ACCOUNT</u></b>	Market Value @ 5-31-08	Market Value @ 5-31-09		% Yield	Payments Made in FY
B of A Fbo Louise Ekstrom	\$ 16,582	\$ 15,344		6.20%	\$ 1,200

**COMPARATIVE INDICES for FY END 5-31-09**

	% Total Return
Dow Jones Industrial Average (30 Companies)	(30.41) %
S&P 500 Stock Average (500 Companies)	(32.55) %
Consumer Price Index (A measure of inflation.)	(0.70) %

**HISTORICAL PERSPECTIVE**

S&P 500 Stock Average Performance for about 100 years: Average annual Total Return 10.4%  
Consumer Price Index (Inflation Measure) over a long period: 3.1% increase per year.

\* Figures are for calendar year 2009 and are not time weighted.

## Nominating Committee Report 2008-2009

Tina Marshman, chair

	Executive Board and Officers	Nominating Committee	Financial Records Review Committee	Cemetery Committee
New nominees  <b>Vote required</b>	David Hudson Jen Morton	Chip McGee	Dave Robbins	Mary Jo Cannarella
Office holders seeking renomination  <b>Vote required</b>	Laurie Goodman, president Ellen Fisher vice president Mike Wilt treasurer Phil Brown assistant treasurer  John Burkitt Ken Cowen Henry Zalman	Ellen McCormick	Steve Hedges	Sue Chadwick
Continuing in office  No Vote Required	Cecile Bonvoiloir David Golden Donna LaRue	Carol Houde Kim Steele	none	Russ Leonard Dick Widhu
Leaving Office	Jim McCormick Steve Nodvin	Tina Marshman	Steve Ladew	Harry Purkhiser



## Report

Unitarian Universalist Church of Nashua, New Hampshire  
Treasurer Report for 2008/09  
For the annual meeting 6/11/2009  
Michael Wilt, Treasurer

This has been an extraordinary year in the history of our congregation. We just had our best pledge drive ever. Many of these pledge were paid up front. We also received many donations above and beyond pledges, both in the form of money and donated materials. I am grateful and awed by your support for this church that we all love.

The next page of my report is a summary, and the following pages contain all the underlying details.

On a cash basis, we have a significant surplus for 08/09. As I mentioned earlier, this is largely due to your generosity and confidence. Many of you have made extra donations and paid your pledge for this upcoming year in advance. There are also a number of commitments that we made in 08/09 that for various reasons have not been paid out yet.

On the bottom of the next page, the left side shows that our surplus for 08/09 is really about \$9,000. This money is added to our short-term "rainy day fund", which is immediately available to the executive board and the treasurer without touching our endowment.

The right side shows that some of our surplus from 08/09 is committed to help balance our budget for 09/10.

Please note that our income from the endowment is only 27% of this budget. This is the lowest percentage in at least the past fifty years and probably much longer. This shows that we are making significant progress in our transition to support ourselves, rather than relying on our ancestors.

	Actual 08/09	Budget 08/09		Budget 09/10
<b>Income</b>				
100 Questions	2,012	1,000	1,012	1,000
Buddhist Meditation	210			
Coffee Hour	225			
Total Endowment	144,342	140,287	4,055	117,000
Total Fund Raisers	13,459	12,000	1,459	12,300
Outreach Collections	28,385	25,000	3,385	25,000
Total Pledges	234,566	194,655	39,911	212,989
Simple Gifts Donation	197	500	-303	
User Fees	5,562	5,000	561	5,000
WW Contrib	22,000	22,000	0	23,000
<b>Total Income</b>	<b>450,958</b>	<b>400,442</b>	<b>50,516</b>	<b>396,289</b>
<b>Expense</b>				
Total Budgeted Outreach	850	950	-100	950
Total Denomination	21,827	21,827	0	21,900
EB Discretionary Fund	759			2,000
Total Membership	20,076	24,979	-4,903	24,495
Total Music	16,327	18,561	-2,234	18,834
Total Operations	92,663	101,436	-8,773	102,597
Outreach Disburse	29,117	25,000	4,117	25,000
Total Property	50,783	53,350	-2,567	73,850
Total Public Relations	3,461	4,300	-839	4,300
Total RE	42,856	44,556	-1,700	46,285
Social Justice	730	750	-20	750
Total Spiritual	102,765	104,160	-1,395	106,648
WW Payroll	39			
<b>Total Expense</b>	<b>382,253</b>	<b>399,869</b>	<b>-17,616</b>	<b>427,609</b>
<b>Net Income</b>	<b>68,705</b>	<b>573</b>	<b>68,132</b>	<b>-31,320</b>
<b>Adjustments carry forward to 09/10</b>				
Early pledges	-18,079			
Insurance not paid yet	-3,261			
Ferry beach not paid yet	-4,088			
Property not paid yet	-2,567			
Extra donations carry forward	-21,482			21,482
Unspent budgets carry forward	-10,000			10,000
<b>Total adjustments carry forward</b>	<b>-59,476</b>			<b>31,482</b>
<b>Net surplus</b>	<b>9,228</b>			<b>162</b>

Endowment as a percentage of total budget

27%

**Unitarian Universalist Church of Nashua, New Hampshire**  
**Profit & Loss Budget vs. Actual**  
June 2008 through May 2009

	Actual 08/09	Budget 08/09		Budget 09/10
<b>Income</b>				
<b>100 Questions</b>	2,012	1,000	1,012	1,000
<b>Buddhist Meditation</b>	210			
<b>Coffee Hour</b>	225			
<b>Endowment</b>				
<b>Restricted</b>				
<b>Balcolm</b>	13,227			
<b>Boutwell</b>	1,713			
<b>Restricted - Other</b>	1,402	12,000	-10,598	12,000
<b>Total Restricted</b>	<u>16,342</u>	<u>12,000</u>	<u>4,342</u>	<u>12,000</u>
<b>Unrestricted</b>	<u>128,000</u>	<u>128,287</u>	<u>-287</u>	<u>105,000</u>
<b>Total Endowment</b>	144,342	140,287	4,055	117,000
<b>Fund Raisers</b>				
<b>Auction</b>	10,708	12,000	-1,292	11,000
<b>Cal Libby Scholarship</b>	108			
<b>xmas ornaments</b>	40			
<b>Other fund-raisers (fall clean-up)</b>	2,603			1,300
<b>Total Fund Raisers</b>	<u>13,459</u>	<u>12,000</u>	<u>1,459</u>	<u>12,300</u>
<b>Outreach Collections</b>	28,385	25,000	3,385	25,000
<b>Pledges</b>				
<b>Early Pledges</b>	34,079	16,000	18,079	30,000
<b>FY Pledges</b>	200,137	178,655	21,482	182,989
<b>Late Pledges</b>	350			
<b>Total Pledges</b>	<u>234,566</u>	<u>194,655</u>	<u>39,911</u>	<u>212,989</u>
<b>Simple Gifts Donation</b>	197	500	-303	
<b>User Fees</b>	5,562	5,000	561	5,000
<b>WW Contrib</b>	22,000	22,000	0	23,000
<b>Total Income</b>	<u>450,958</u>	<u>400,442</u>	<u>50,516</u>	<u>396,289</u>

**Unitarian Universalist Church of Nashua, New Hampshire**  
**Profit & Loss Budget vs. Actual**  
June 2008 through May 2009

Income

Expense

**Budgeted Outreach**

GSOP	750	750	0	750
Nashua Area Interfaith Council	100	200	-100	200
<b>Total Budgeted Outreach</b>	<b>850</b>	<b>950</b>	<b>-100</b>	<b>950</b>

**Denomination**

District	5,083	5,083	0	5,100
UUA	16,744	16,744	0	16,800
<b>Total Denomination</b>	<b>21,827</b>	<b>21,827</b>	<b>0</b>	<b>21,900</b>

**EB Discretionary Fund**

**Membership**

Cardigan	160			
Committee Budget	512	440	71	500
<b>Coordinator</b>				
Health	555	700	-145	700
Retirement	1,944	1,944	0	1,983
Salary	19,437	19,437	0	19,826
Taxes	1,487	1,458	29	1,487
<b>Total Coordinator</b>	<b>23,423</b>	<b>23,539</b>	<b>-116</b>	<b>23,995</b>
Ferry Beach	-4,088	0	-4,088	
Leadership Devel	0	1,000	-1,000	
Social Activities	69			
<b>Total Membership</b>	<b>20,076</b>	<b>24,979</b>	<b>-4,903</b>	<b>24,495</b>

**Music**

**Committee Budget**

Babysitting	719	800	-81	800
Choir expenses	23	100	-77	100
Guest musician	0	400	-400	400
Octavos	970	1,100	-130	1,100
Organ/piano R&M	954	1,100	-146	1,100
Substitute Organist	0	725	-725	725
Committee Budget - Other	7			
<b>Total Committee Budget</b>	<b>2,672</b>	<b>4,225</b>	<b>-1,553</b>	<b>4,225</b>

**Director**

Health	0	700	-700	700
Salary	12,685	12,685	0	12,939
Taxes	970	951	19	970
<b>Total Director</b>	<b>13,655</b>	<b>14,336</b>	<b>-680</b>	<b>14,609</b>

**Total Music**

16,327	18,561	-2,234	18,834
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**Unitarian Universalist Church of Nashua, New Hampshire**  
**Profit & Loss Budget vs. Actual**  
June 2008 through May 2009

Income

Operations

Administrator

Salary	72	2,302	-2,230	
Taxes	6	173	-168	
<b>Total Administrator</b>	<b>78</b>	<b>2,475</b>	<b>-2,398</b>	<b>0</b>

Custodian

Health	1,370	1,370	0	1,370
Retirement	3,198	3,198	0	3,262
Salary	32,759	31,979	780	32,619
Taxes	2,506	2,398	108	2,446
Custodian - Other	-60			
<b>Total Custodian</b>	<b>39,773</b>	<b>38,945</b>	<b>828</b>	<b>39,697</b>

Custodian Coverage	0	800	-800	800
Electricity	6,971	7,000	-29	7,500
Electronic Transaction Fees	1,204	1,200	4	1,300
Gas	16,345	17,000	-655	17,000
Insurance	10,755	14,016	-3,261	15,000
Internet	479	500	-21	500
Janitorial Supplies	2,388	3,300	-912	2,500
Laundry	1,040	800	240	1,000
Office machines	981	2,000	-1,019	2,000
Office Supplies	3,343	2,500	843	3,000
Payroll Service	1,185	1,100	85	1,200
Pledge Drive	369	600	-231	600
Telephone	598	1,200	-602	2,000
Trash removal	2,553	2,000	553	2,500
Water	4,601	6,000	-1,399	6,000
<b>Total Operations</b>	<b>92,663</b>	<b>101,436</b>	<b>-8,773</b>	<b>102,597</b>

Outreach Disburse	29,117	25,000	4,117	25,000
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Property

Alarm Systems	747	1,500	-753	1,000
Building Inspections	930	900	30	1,000
Cleaning Services	3,265	700	2,565	1,600
Elevator	1,285	1,500	-215	1,500
Equipment	957	1,000	-43	1,000
False Alarms	225	250	-25	250
Groundskeeping	3,826	5,000	-1,174	5,000
Heating and Plumbing	1,568			
Major maintenance	27,689	35,500	-7,811	55,000
Repairs	2,780			
Snow Removal	7,510	7,000	510	7,500
<b>Total Property</b>	<b>50,783</b>	<b>53,350</b>	<b>-2,567</b>	<b>73,850</b>

**Unitarian Universalist Church of Nashua, New Hampshire**  
**Profit & Loss Budget vs. Actual**  
June 2008 through May 2009

Income

**Public Relations**

Advertising	2,677	3,700	-1,023	3,700
Newsletter	530	600	-70	600
Public Relations - Other	<u>253</u>			
<b>Total Public Relations</b>	<u>3,461</u>	<u>4,300</u>	<u>-839</u>	<u>4,300</u>

**RE**

<b>Adult RE</b>	109	200	-92	200
<b>Committee Budget</b>				
Appreciation	1,109	800	309	800
Childcare	0	50	-50	50
Curriculum/Books	551	750	-199	750
Events	345	500	-155	500
JR High OWL	553	350	203	350
R.O.P.E.	0	0	0	
RE Outreach	0	250	-250	250
Refreshments	381	300	81	300
Senior High	337	700	-363	700
Supplies	649	700	-51	700
Training	79	800	-722	800
Committee Budget - Other	<u>263</u>			
<b>Total Committee Budget</b>	<u>4,266</u>	<u>5,200</u>	<u>-934</u>	<u>5,200</u>

**DRE**

Health	0	700	-700	700
Prof Exp	1,979	2,000	-21	3,000
Retirement	3,103	3,103	0	3,165
Salary	31,026	31,026	0	31,647
Taxes	<u>2,374</u>	<u>2,327</u>	<u>46</u>	<u>2,373</u>
<b>Total DRE</b>	<u>38,481</u>	<u>39,156</u>	<u>-675</u>	<u>40,885</u>

<b>Total RE</b>	42,856	44,556	-1,700	46,285
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<b>Social Justice</b>	730	750	-20	750
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**Unitarian Universalist Church of Nashua, New Hampshire**  
**Profit & Loss Budget vs. Actual**  
June 2008 through May 2009

<b>Income</b>				
<b>Spiritual</b>				
<b>Babysitters</b>				
Salary	1,980	3,000	-1,020	2,000
Taxes	<u>151</u>	<u>225</u>	<u>-74</u>	<u>150</u>
<b>Total Babysitters</b>	<b>2,132</b>	<b>3,225</b>	<b>-1,093</b>	<b>2,150</b>
Coffee Hour	813	1,000	-187	1,000
Flowers	1,561	1,700	-139	1,700
<b>Minister</b>				
Health	11,443	10,000	1,443	12,000
Prof Exp	4,174	4,500	-326	4,500
Retirement	7,104	7,104	0	7,246
Salary/Housing	71,039	71,039	0	72,460
Taxes	0			0
Transportation	<u>3,385</u>	<u>3,152</u>	<u>233</u>	<u>3,152</u>
<b>Total Minister</b>	<b>97,146</b>	<b>95,795</b>	<b>1,351</b>	<b>99,358</b>
Minister Discretionary	863	2,000	-1,137	2,000
Worship & Services	<u>250</u>	<u>440</u>	<u>-190</u>	<u>440</u>
<b>Total Spiritual</b>	<b>102,765</b>	<b>104,160</b>	<b>-1,395</b>	<b>106,648</b>
WW Payroll	<u>39</u>			
<b>Total Expense</b>	<b><u>382,253</u></b>	<b><u>399,869</u></b>	<b><u>-17,616</u></b>	<b><u>427,609</u></b>
<b>Net Income</b>	<b><u>68,705</u></b>	<b><u>573</u></b>	<b><u>68,132</u></b>	<b><u>-31,320</u></b>
<b>Adjustments carry forward to 09/10</b>				
Early pledges	-18,079			
Insurance not paid yet	-3,261			
Ferry beach not paid yet	-4,088			
Property not paid yet	-2,567			
Extra donations carry forward	-21,482			21,482
Unspent budgets carry forward	<u>-10,000</u>			<u>10,000</u>
<b>Total adjustments carry forward</b>	<b><u>-59,476</u></b>			<b><u>31,482</u></b>
<b>Net surplus</b>	<b>9,228</b>			<b>162</b>

Unitarian Universalist Church of Nashua, New Hampshire  
**Profit & Loss Budget vs. Actual**  
June 2008 through May 2009

Income

Unspent budgets detail

Leadership devel	-1,000
Music	-2,234
(no) Administrator	-2,398
(equipment donated) Office Machines	-1,019
(sprinkler off) Water	-1,399
(cancelled ad) Advertising	-1,023
RE	-1,700
Babysitters	-1,093
	<hr/>
	-11,866



Denominational Connections (DC) Committee  
Annual Report  
June 13th, 2008 - June 11, 2009

Members: Mary Licking, Chair; Susan Chadwick, John Sanders  
Budget: 0 dollars

John Sanders attended the Unitarian Universalist Association (UUA) General Assembly (GA) on June 25th –29th, 2008 at Fort Lauderdale, Florida. He and Steve Edington, UUNashua minister, carried the UUNashua banner in the opening ceremonies banner parade. Dr. Elizabeth M. Strong and John Sanders gave a workshop, “Are You a Closet Universalist and Don’t Know It?” They showed the Universalist Heritage Foundation video that UUNashua’s outreach collection helped finance. John distributed the video at the UU History booth. He also sang in the GA choir.

On July 1st, 2008, UUNashua became part of the new Northern New England (NNED) UUA district, made up of Maine, New Hampshire and Vermont. Of the UUA districts in the United States, the NNED is home to the greatest number of congregations.

On September 27th, 2008, DC participated in a Strategic Vision 2018 meeting to help set priorities for UUNashua’s next 10 years. On January 31<sup>st</sup>, 2009, DC participated in a follow-on session led by UUNashua President, Laurie Goodman, regarding the church’s vision for the future, the ties between its groups, and goal-setting.

On October 18<sup>th</sup>, 2008, UUNashua was well represented by a large contingent at the UU New England Fall Conference in Worcester, Massachusetts. They included Laurie and Roy Goodman, Lori and Gary Lerude, and many others. John Sanders, president of the NNED, represented the district. Rev. Dr. Laurel Hallman and the Rev. Peter Morales, candidates for UUA president, responded to audience questions.

“Rev. William G. Sinkford, President of the UUA, preached at the UU Church of Nashua, NH, for their Living Wage Service on January 25, 2009” is how the UUA described the historic visit (from the UUA website social justice section accessed on

April 19, 2009). The header on the article read, “2009 January's Action of the Month: Living Wage Days are Here! Join Let Justice Roll National Campaign for \$10 in 2010 Federal Minimum Wage”. Another article on the same website mentioned the sermon title as, "Living Faithfully—Working for Living Wages". From the latter article: “The sanctuary of [UUNashua] was packed and you could feel the excitement in the air.” Representing DC at the service were Sue Chadwick, who sang in the choir, and John Sanders. Interesting features of the event were 1) the UUA’s indicating beforehand UUNashua was chosen as the site for this sermon due to its proximity to UUA headquarters and UUNashua’s record as having a commitment to social justice issues, and 2) the visit’s invitation was initiated by the UUA.

On March 1<sup>st</sup>, 2009, DC hosted a coffee hour table to educate the congregation on its activities. Discussion topics included publicizing the new NNED website, the district spring conference and annual meeting, and the new district chalice lighter program. Another effort to communicate with the congregation involved articles in the UUNashua newsletters of June-July, August and October 2008, and February, March, April, and May 2009.

During May 1 – 3, 2009, DC participated in the first NNED conference and annual meeting at the Red Jacket Inn, North Conway, NH. John Sanders, as president of NNED, chaired the meeting and presented a Table Talk during the Saturday luncheon entitled, “Our Ultimate District Goals / UUA.” UUNashua sent several delegates to the meeting including Hilary and Bob Keating, Gary Lerude, and DC member, Mary Licking. In the Annual Reports publication there was mention of two of the delegates DC helped recruit for last year’s Annual Meeting. Cynthia Schroer’s posing a question on district funding for youth appeared in the minutes. Robert Sampson’s selection as one of the four NNED Trustees appeared in the Trustees Report and he also filed a report for his Compensation Consultant role. You may remember having contributed during Sunday collections to the UUA advertising campaign. In response to questioning, it was learned the UUA website received a huge increase in the number of visitors after each advertisement appeared in Time magazine.

John Sanders, as NNED President, chaired three Board of Directors meetings, a September one in Moultonborough, New Hampshire, a January one in Augusta, Maine, and a June one in Mt. Holly, Vermont. The October 2008 NNED newsletter, Northern Lights, explains those district meetings start on Friday nights and run through the Sunday morning church service of a nearby congregation. John also authored a column, "Living the Faith," in the October 2008, and March and June 2009 issues of Northern Lights.

Respectfully submitted,

// original signed //

Mary Licking

# Financial Records Review Committee Annual Report

## 2008-2009 Church Year

FRR Committee Members: Steve Hedges, Steve Ladew

A review of the financial records of the UU Church of Nashua was conducted on May 20, 2009, with Steve Hedges, Steve Ladew, and Mike Wilt in attendance. Similar financial record reviews of White Wing and the Cemetery Association were held on May 19 and May 17, respectively. In attendance at the White Wing review were Steve Hedges, Steve Ladew, Becky Parsons and Kate O'Shea. Present at the Cemetery Association review were Steve Hedges, Steve Ladew, David Robbins, Russ Leonard and Harry Purkhiser. All records examined were found to be in satisfactory order, the accounting processes and record-keeping systems were well organized and sound, and no outstanding anomalies were observed in any of the records reviewed.

A summary of each of these reviews is included in this report. First, however, there were a number of recommendations made in last year's Financial Records Review Committee (FRRC) annual report that are still outstanding and worthy of action. These are paraphrased again here for consideration and possible action by the Executive Board. The FRRC recommends that:

- A robust description of the roles and responsibilities of the FRRC be documented and approved by the Executive Board. The FRRC strongly recommends that its charter be clear and consistent from year to year and that it include an annual review of the financial records of the church, White Wing School and the Nashua Cemetery Association. As an amendment to last year's recommendation, it is suggested that the FRRC take the action to draft this document during the 2009/2010 church year and submit it to the Executive board for approval.
- The Executive Board create a task force to take a more detailed look at the legal relationships and fiduciary responsibilities that exist among the church, White Wing and the Cemetery Association and to provide the congregation with a clear and concise report of their findings. The major concern here is that the congregation understands the church's financial liabilities in the unlikely event of lawsuit against White Wing.
- The expenses incurred by the church in support of White Wing should be reviewed in order to inform a possible reassessment of the annual charge to White Wing for using church facilities. It is also recommended that a limited survey be conducted in our local area to determine the fair market value for the facilities that we provide to White Wing.
- An updated version of the church's bylaws be posted on the church's website so that it is readily accessible to all members. We recognize that there is ongoing work to revise our bylaws to make them more appropriate to the church's current needs. This recommendation could wait until these updates are complete.

### **UU Church of Nashua**

It was obvious during our review that the Treasurer, Mike Wilt, continues to carry out the duties of his office in a thorough and organized manner. With the help of his Assistant Treasurer, Phil Brown, he has completed an impressive modernization and automation of the church's accounting and payroll processes. The Treasurer uses QuickBooks to keep track of the church's finances, which allows for rapid, accurate and reliable online reconciliation between our records and those of the bank. PayCycle, a web-based payroll application is used for automatically processing paychecks for both the Church and White Wing staff. Mike's recommendation to create a second Assistant Treasury position will expand the number of church members who are proficient in the bookkeeping processes and computer applications that Mike has put in place – an important step toward ensuring the ongoing maintenance of our financial records.

The FRRRC reviewed the comparison statement that provides an itemized accounting of income and expenses relative to church's annual budget. Spot checks were then conducted of the paper and/or electronic records of several random transactions. All records reviewed were accurate and very well organized. The only recommendation that the FRRRC might make is for the Treasurer to institute a more formalized process for the offsite storage of backup electronic files to minimize our vulnerability to loss of financial data due to a catastrophic event such as fire.

### **White Wing School**

White Wing is officially a branch of the church and operates under the same federal tax ID number. The financial books for White Wing, however, are kept separate from the church's books, except for payroll, which is essentially handled as an administrative passthrough (zero-net) item in the church's budget. The bulk of White Wing's \$245K+ income comes from tuition and their major annual expense is payroll (approximately \$173K). The school makes an annual occupancy payment to the church, which amounts to facilities rental, utilities and custodial services. This year, this occupancy payment was \$21,370, as budgeted. A money market account is used to hold the bulk of White Wing's assets, with funds transferred to a Citizens Bank checking account in small increments to support operational expenses.

Similar to the process used to assess the church's financial records, the FRRRC reviewed White Wing's year-to-date Profit & Loss Comparison Statement, which was very well organized and accurate based on the review of a number of random transactions. The same computer application used by the church, QuickBooks, is used by the White Wing School for maintaining its financial records. This commonality of accounting processes is very advantageous. The paper records of invoices, payments, bank statements, etc. are extremely well organized. CD ROM backups of electronic financial data are generated weekly and each month a backup CD is stored offsite for security reasons. To supplement these sound accounting practices, an independent accountant is hired to check the books monthly and to perform a full bank statement reconciliation.

In summary, White Wing's financial health is sound and their record keeping is commendable.

### **Nashua Cemetery Association**

According to church bylaws, the Nashua Cemetery Association (NCA) is an organization within the UU Church of Nashua, although its finances are managed separately from those of the church. The only source of income for the NCA is their invested funds account. These funds have been combined with the church's endowment into a common investment fund, but the Bank of America tracks the two balances separately. The NCA has set up automatic monthly payments from this fund equal to the combined interest and dividends paid by the cemetery's portion of the investment fund.

The balance sheet for the NCA is relatively simple and the review performed by the FRRRC was straightforward. The bulk of the expenses go to general maintenance of the grounds, which is contracted out as hourly labor to congregant Jim Thorpe. An examination of selected invoices, payments and bank statements demonstrated that the records were accurate and complete.

Last year, the FRRRC recognized that there was no check or balance in place to prevent the NCA President or Treasurer from unilaterally taking out as much money from the invested funds as he/she chooses, up to the total balance of the account. A recommendation to establish a safeguard mechanism was made last year by the FRRRC. At the time of this year's financial records review, this recommendation had not yet been acted upon.

The President, Harry Purkhiser, and Treasurer, Russ Leonard, took the action to remedy this directly. Since then, the Nashua Cemetery Board of Trustees has approved the following resolution: "The Treasurer of the Nashua Cemetery Association shall have the authority to withdraw funds from either the checking account or the invested funds in amounts up to \$4,999.99 per occurrence. The withdrawal of any amount of \$5,000.00, or above, shall require the signature of both the Treasurer and the President of the Nashua Cemetery Association."

As of this writing, Russ Leonard is in the process of working out the details of this resolution with Bank of America. In addition, he plans to instruct Bank of America that all withdrawals from the cemetery funds should be directly deposited (i.e. ACH transferred) into the NCA's checking account at Sovereign Bank and not via a check being issued to the Association's treasurer. Once implemented, these initiatives will address all objectives of the original FRRRC recommendation.

**Acknowledgment**

We would like to extend our sincere appreciation and gratitude to all parties who opened their books and responded to the inquiries of the FRRRC. Without exception, everyone was extremely open, accommodating and supportive of the process. Special thanks go to Mike Wilt, Becky Parsons, Kate O'Shea, Russ Leonard and Harry Purkhiser. The FRRRC also would like to recognize David Robbins who assisted in some of the reviews. David has volunteered to serve a term on the committee beginning in September. If approved by the congregation, David will make an excellent addition to the FRRRC.

Respectfully Submitted:

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Steve Hedges

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Steve Ladew

## Unitarian Universalist Church of Nashua, NH

### **Music Program 2008-2009**

Jared (Jed) Holland led two choirs this year. The adult choir continues to involve a large number of church friends and members, totaling over 30 singers. The treble choir involves very young children up through about 8<sup>th</sup> grade and has also grown in numbers. Unfortunately, we no longer have a youth choir, as there wasn't enough interest to maintain a viable size. The treble choir sang seven times, including once with some of their family members for Mother's Day, and once with the adult choir. The adult choir sang for 31 services. Many members of the congregation joined us for the Christmas Eve service, and the choir will be singing at the annual meeting.

Our music committee has been assisting Jed with the music program. This committee (chair Kathy Grossman, members Geri Davidson, Kathi Fogal, John Burkitt, Jon Lasselle, Ruth Cannava, Steve Edington) has been doing a great job. Geri Davidson continues to perform a critical role in keeping the choir, music committee, music, and Jed organized.

In keeping with last year's goal of providing more ways for congregation members and friends to contribute musically, we have started the "Greater Choir", performed the play Honk!, added a band to many services, and asked more guest musicians to perform. We added the "Greater Choir" option to help more people participate in the choir. This choir lets interested congregation members join the choir for one Sunday at a time without committing to Wednesday evening rehearsals. The Greater choir sang 6 times. We haven't had huge turnouts, but there are usually a few extra folks.

A wonderful accomplishment was Jed and Martha Holland's directing of the musical Honk! They managed to bring out the talent of many church members of all ages, and they all pulled together to do a fabulous job!

We had huge participation by guest musicians to provide special music other than the normal choirs, with 39 people (counting some who came multiple times for a total of 68 performers) for a total of 24 services! That doesn't even count Honk! John Burkitt has continued coordinating with the large number of special musicians.

The adult choir has also been singing many songs from the "Singing the Journey" hymnal supplement, which we hope to be able to eventually buy enough copies so the congregation can sing along.

In order to provide a wider variety of hymn sung at services, Ruth Cannava and the music committee have been suggesting less common hymns from the hymnal to sing, and the adult choir has been leading the congregation in singing these unfamiliar hymns.

Kathy Grossman has also written two compositions this year for us to use in services: a hymn "It's A Brand New Day", and a closing song "Peace and Joy".

### **Review of Music Budget 2008-2009**

We continue to have our biggest expense of printed sheet music for the choir, due mostly to the large choir membership. We also have been paying a babysitter occasionally to help on Wednesdays and Sundays as needed, in order to accommodate some of our members with children. Jed has not used any professional expenses, nor has he paid for many substitutes and outside guest musicians, so we have kept our expenses down in that way.

### **Printed Music/Folders**

Happily, we continue to have good participation in our choirs! We continue to order music and folders for 30-35 adult choir members. Unfortunately, there is no longer a youth choir, so we are not ordering music for them. We reduced the number of pieces of music ordered for the treble choir, even though there are more members, because many of the children are not yet music readers, so they are sharing and learning by ear.

### **Guest Musicians**

This year's guest musicians include many congregation members: brass choir members Bruce Cleaveland, Bruce Dye, Jonathon Orr, Ben Pugh, Lori Lerude, Jenny Grossman, and Kathy Grossman; band members John Burkitt, Geoff Goodell, Billy Parker, Tess George, Adrian George, Zoe Goodell, Bruce Fitzpatrick, and occasional others; Woody Guthrie singers Dan Murphy, Kathy Grossman, and Harry Purkhiser; trombonists Jenny Grossman and Kathy Grossman; John Sanders; violinist Greg Cowan; flutes Gillian Hinkle and Linda Lewis; Steve Hedges; Stephanie George; P. M. Ambrogio; Cynthia Schroer; guitarist Simon Rios; drummer Kaveri Rajaraman; clarinets Suellen Davidson and Tina Marshman; vocal soloists Ellen McCormick, Gil Dubray, Kathy Fletcher, Marty Storer, Laura and Ruth Cannava, Andrea Lerude, Sandra LaBarge-Neumann, and Kathy Grossman; and talented members to numerous to mention here who participated in the Honk! musical. Also, visitor Tamara Liu came to play flute.

### **Instrument Repairs/Maintenance**

The organ had 2 tunings, the sanctuary piano had 2 tunings, the choir room electronic piano has been working well, and the sanctuary humidifier system is being maintained.

### **Goals for 2009-2010**

To keep our expenses down by repeating some of our favorite songs throughout the year.  
To keep personally connected to the individuals in the music program so they feel this church is their family, especially during troubled times.



6/14/2009

## Nashua Cemetary Association FY 2008 - 2009 Report

Checking Account Transactions	FY 2008-09
<b>Beginning Balance 6/1/08</b>	<b>\$ 12,603.83</b>
<b>Income</b>	
Invested Funds	\$ 9,528.15
Sales	
Liquidation of Principal	
<b>Total</b>	<b>\$ 9,528.15</b>
<b>Expenses</b>	
Labor	\$ 7,420.00
Supplies	\$ 262.50
Mileage	
Equipment	\$ 330.00
Bank Charges	
Major Maintenance	
Special Clean Up	\$ 2,800.00
<b>Total</b>	<b>\$ 10,812.50</b>
<b>Excess over Expenses</b>	<b>\$ (1,284.35)</b>
<b>Ending Balance 5/31/09</b>	<b>\$ 11,319.48</b>
<b>ASSETS</b>	
Cemetery Grounds	Unknown
Invested Funds Percentage	10.020%
Value of Invested Funds 5/31/2009	\$265,274.11
Checking	\$ 11,319.48
<b>Subtotal</b>	<b>\$ 276,593.59</b>

M. Russell Leonard, Treasurer

## Personnel Committee Annual Report June 2009

When the present personnel committee formed three years ago, we recognized that there were at least four tasks before us. Two of us had attended a workshop the previous spring which covered many aspects of church staff management, and we recognized that, while there was no particular problem with our long-time staff members, some of them were being paid well below the standard recommended by the UUA; some of them had no job description, and there were no guidelines as to benefits such as holidays, vacations, personal time, and sick time, as well as guidelines for personal conduct.

The first year we worked on job descriptions and salary recommendations and assisted in restructuring the staff by changing one full-time position to half-time, and re-defining and describing the other staff positions in order to reduce the size of our payroll.

The second year we finalized the job descriptions, continued our emphasis on salaries, and helped develop an evaluation procedure which could be used, at the minister's option, to:

- inform the individual staff member how well he/she is performing the job expected of him/her
- recognize areas where the individual is performing in an exemplary fashion as well as those areas where improvement might be called for
- It also provides a chance for church leadership to determine whether an individual has taken on more responsibilities than were expected either without compensation or possibly at the expense of the tasks expected to be performed.

This brings us to the immediate past year. Actually, the next phase was started in the spring of the previous year when we began looking at an outline for a personnel policies handbook which the UUA had published. We discovered that there were many areas which needed to be understood before we could actually start writing. Thanks to the wonders of the internet, we were able to keep discussions going until such time when enough of us were available to meet together and develop specific guidelines for our church. Early this spring we presented a rough draft to the staff for their review and to see if the expectations which we set down were reasonable to them. Of course there were a few questions and suggestions, but for the most part they were pleased to actually have some guidelines.

We then presented the improved draft to the Executive Board. Those dozen thoughtful minds had not had the benefit of the months of discussion that the committee members had had. Naturally, some questions and comments were raised, and the board was asked to submit their questions, comments and suggestions in writing

The committee considered each item, made appropriate changes, and has resubmitted the handbook for acceptance by the executive board. Upon their acceptance, the handbook will be included at the church web page.

We also made a salary recommendation again this year, although it was made in light of the economy and in anticipation of a mediocre pledge drive. We pointed out the areas where the salaries are still not up to the level recommended by the UUA and recommended that if it were not possible to give raises this year, at least try to hold the line so we don't lose ground.

Over the past two years we have also defined a part-time position which we feel should be created. When the church hired Jed Holland as our Music Director it was with the understanding that he had no time for the administrative responsibilities of the position. Initially, the music committee accepted the responsibility for the administrative tasks, but it soon became obvious that most of the tasks could be accomplished more efficiently by one person. For the past two years, Geri Davidson has been working about 10 hours/week, as a volunteer, to locate, order, archive, and manage the music we sing. We feel that that should be a paid position, and we have developed a job description and recommended the compensation for such time as the money becomes available to recognize the value of this position.

Jon Lasselle

Karen Leonard

Ellen McCormick

Harry Purkhiser

Mary Beth Restivo

## **PUBLIC RELATIONS COMMITTEE - Report for 2008-2009 Church Year**

Committee Members: Mike Ballentine, Ruth Cannava, William Kennedy, Ken Cowen, Elizabeth Clark, Bruce Taylor, Sherri Woolsey and John Burkitt

The goal of the Public Relations Committee is to project a consistent and constant image of the UU Nashua Church and its programs and activities to the church community and, through our website ([www.uunashua.org](http://www.uunashua.org)), to the public at large. We do this via three primary vehicles – local media, the church newsletter, and the church website.

Each week we submit a press release for the Religion Digest page *The Nashua Telegraph*. Sometimes the press release runs as submitted, sometimes it is not printed at all, and sometimes it is modified. This is not within our control. We suspended our ad in *The Telegraph* this year due to a cost increase and limited response.

Ruth Cannava and Bruce Taylor prepared the monthly church newsletter for printing in the church office, for emailing and for posting on the church web site. Under Ruth's committed editing, the content received from the congregation is reviewed and revised before being submitted to Bruce Taylor for formatting. Their efforts combine to deliver a polished centerpiece to the work of the PR Committee. Sherri Woolsey prints the paper version, runs off copies for general distribution and manages the monthly mailing. A PDF version of the newsletter is posted to the website. Mike Ballentine emails an electronic copy to the congregational members that have so requested. We continue to encourage members of the congregation to opt for the electronic version of the newsletter. Every additional person that opts for the electronic version of the newsletter saves the church paper and money.

Maintaining and improving the church website continues to be an important priority of the Public Relations Committee. Mike Ballentine and Dan Murphy do most of this work. Some interesting statistics:

- The site, [www.uunashua.org](http://www.uunashua.org), consists of about 300 pages, including 132 sermons.
- The site gets about 4000 hits per day or more than 700 visits to the site.
- "100 Questions That Non-Members Ask About Unitarian Universalism" is one of the most popular sections of our website; about 85 other sites link to the 100 Questions. It is one of the top 10 sites listed in Google when searching for "Unitarian Universalism"

Highlights for the PR Committee this year include:

- Church hours and contact information has been posted on the church entrances.
- Members of the PR committee have been meeting with the various committees and groups within the church to discuss the best way to publicize our activities and programs.

This year we welcomed William Kennedy, Ken Cowan, and Elizabeth Clark to the committee. We are always looking for new ideas on how to get out the good news about our wonderful church and we would be happy to welcome more new members!

The PR Committee wishes to extend our deepest thanks to Ruth Cannava for editing the newsletter this year. Ruth will be handing over the editing duties to Sherri Woolsey.

Respectfully submitted, John Burkitt, Public Relations Committee Chair, June 11, 2009

## Religious Education Committee Annual Report 2008-2009

The Religious Education Committee meets monthly to plan activities for children and adults, and to organize curriculum and teachers for classes held during Sunday service. This year we introduced the Pennies for Peace program.

### Religious Education Director

Chris Parker

### DRE Professional Activities

As Director of Religious Education, Chris Parker attended DRE Cluster meetings, the UUA New England Gathering in Worcester, MA, NARG (North Atlantic LREDA Chapter) meetings and Spring Retreat in Litchfield, CT, and the LREDA Fall Conference in Albuquerque, NM. She presently serves the Unitarian Sunday School Society as President.

### Religious Education Committee Members

Cindy Hudson – chairperson

Barbara Berrios – chairperson of Adult Education

Laurie Conrad

Donna LaRue

Gwen Mikailov

Michelle Morrison

Mickeline Saunders

Nona Storer – Volunteer Coordinator

**New Committee Members:** Gwen Mikailov and Michelle Morrison joined the committee in February, 2009. The committee seeks to add 1-2 new members for 2009-2010.

### Budgets

RE Committee: \$ 5,200.00

Young Adult: \$ 0.00

Adult RE: \$ 200.00

**Total Registered Students:** 97

### Average Sunday Attendance

Fall: 86 children 26 adult & high school volunteers

Spring: 76 children, 25 adult & high school volunteers

Year: 81 children, 25 adult & high school volunteers

**Graduating Seniors:** Katie Brodeur, Elyse Brown, Tim Cleaveland, Ben Conrad, Ben Dubray, Jenny Grossman, Ryan Lange, Adrian McLeod, Leah Nodvin, Allison Nutting, Magdalene Pattantus and Brandon Prestiagiaco.

### Senior High Youth Group

The Nashua Youth Group started this year with a field trip to the Monkey Trunks high rope and zip line adventure park in Chocorua, NH as an integrating activity for the new and old members. We had a presence on the 2008-2009 NH/VT District Youth Council again this year. Magdalene Pattantus served as Secretary; Sam Conrad as Treasurer; and Mickey Saunders, Chuck Rehberg and Ginger Hedges were Adult Advisors on the DYC. Leah Nodvin was a Member-at-Large of the Northern New Hampshire District Board of Directors. Mickey Saunders, Chuck Rehberg, Steve Hedges, David Brodeur and Susan Wright were our local Youth Group Advisors. The Senior High Youth Group gave \$196.00 to the Southern NH Fuel Assistance Fund by selling gently used items donated by members of the congregation. They also did a Sr. High Youth Service for the congregation on April 19.

### Intergenerational Services

- **Water Service:** For the first church service in September, congregation members are invited to bring a sample of water from their summer experiences to share during the service. We also introduce and dedicate our Church School teachers.
- **Thanksgiving Service:** Steve Edington and Chris Parker shared in the narration of Cranberry Thanksgiving, with speaking parts being read by Mickey Saunders, Scott Shepherd, David Hudson and Andrea Lerude. The Treble Choir sang. Canned goods were collected for the Pastoral Care Center. Following the service, congregants were treated to cranberry bread at coffee hour.
- **Flower Service:** During the flower service, congregants bring a flower to share. Volunteer teachers are recognized for their contributions to the RE program and the Youth Choir is honored. Traditionally, geraniums are offered to all who have contributed time to the Adult and Youth RE programs. Graduating seniors are recognized with a small gift, as well.

# Religious Education Committee

## Annual Report 2008-2009

### Special Events

- **Open House:** The RE Committee set up a display of curriculum materials to bring greater awareness to the UU RE offerings.
- **Craft Parties:** In winter, following White Gifts, students were to make crafts based on the theme of peace, supporting our main service project this year, Pennies for Peace. This program was cancelled due to hazardous weather conditions. In spring, the crafts celebrated springtime and the service project (see below) supported the Nashua Soup Kitchen.
- **Hunt Rick**, a professional illustrator, representative of the Abenaki Indians, and **Carolyn Black**, a Native American Storyteller, visited the 4th, 5th, and 6th grades on January 11 to help them understand Abenaki spirituality.
- **Pizza & Games Night:** This is a night of appreciation for RE volunteers and their families. Guests are invited to bring their favorite games to share after dining on pizza and dessert.
- **Teacher Luncheon & Orientation:** Chris Parker meets with new teachers in the fall and spring to discuss classroom regulations and provide curriculum materials. Committee members organize lunch following these meetings.
- **Teacher Meetings:** conducted by Chris Parker to enable teachers to share their experiences and seek additional guidance as needed. Mary Ellen Wessels facilitated the spring meeting with Chris Parker.
- **Honk! The Musical:** This intergenerational performance showcased the many talents of our congregation; from singing and acting to set design and costuming. Led by Jed and Martha Holland, Honk! received rave reviews from all who attended. A cast party was held in the auditorium, and additional treats and refreshments were provided to the spectators in the White Wing hallway.
- **Venerable Ajahn David Chitiko**, Vice Abbot of the Great Wisdom Center (Wat Buddhavajana), a Buddhist Meditation Center in Westford, MA visited the 6<sup>th</sup> grade class and led a chapel service for the younger classes where he shared his insight on meditation.

### Service Projects

- **Pennies for Peace:** As described by the Central Asia Institute the “Pennies for Peace Program (P4P) educates American children about the world beyond their experience and how they can make a positive impact on a global scale, one penny at a time. It teaches children the rewards of sharing and working together to bring hope and education opportunities to the children in Pakistan and Afghanistan. A penny in the United States is virtually worthless, but overseas a penny buys a pencil and opens the door to literacy.” A video demonstrating founder Greg Mortenson’s mission was shown in October to the children attending chapel, as well as to the teachers at the October Teacher Meeting. In addition, Steve Edington read the story [Listen to the Wind](#), written by Greg Mortenson and Susan L. Roth, to the congregation in April 2009. Throughout the year, children were asked to bring pennies to chapel and adults were given the opportunity to give pennies during coffee hour. A total of \$176.32 was collected for this worthy cause.
- **Nashua Soup Kitchen:** Students were asked to bring canned goods to the Spring Party. During the party, children made over 10 dozen cookies to contribute to the Soup Kitchen.
- **White Gifts:** Holiday gifts for children and household items were collected for the Pastoral Care Center in December.
- **Southern NH Fuel Assistance Fund:** The Senior High Youth Group raised \$196.00 by selling gently used items donated by members of the congregation.

### Adult RE

- **Food for Thought Thursdays:** Kim Hicks developed a four-week program, *Create Peace*, in the Fall. Ginger Hedges did a couple sessions on Non-Violent Communication. Cynthia Schroer led a session on Mindfulness Meditation and a guest was invited in to talk about creating a U.S. Department of Peace. Chris Parker, Michele Rehberg and Gail Donahue lead *Cakes for the Queen of Heaven, Part I*. Joyce Stewart, with Sarah Widhu’s assistance, offered *Spirit of Life: Exploring Spirituality for UU’s*, an eight-week series.
- **UU101:** Steve Edington led an introductory course on Unitarian Universalism in the fall and again in the spring.

## Religious Education Committee Annual Report 2008-2009

- **Small Group Ministry leaders:** Barbara Berrios, Ginger Hedges, Hilary Keating, Bob Keating, Barbara Spitz, and Anya Zakiewicz.
- **The Buddhist Meditation Group:** This group meets twice monthly and offers an open format for Buddhist walking and sitting meditation followed by facilitated discussion of a dharma related book. Cynthia Schroer has coordinated this group since its inception.

**Choir:** Director Jed Holland

Jed opened the Treble Choir to any child who wants to sing. The Adult Choir is open to adults and young adults in High School and older.

### Plans for the Future

- Partner Church under consideration
- Introducing new curriculum from the UUA Tapestry of Faith program for grades 1, 3, 4, 5 and 6.
- RE Social & Potluck Picnic

GRADE	LIASON	CURRICULUM/TEACHERS	
		Fall	Spring
Babies/Toddlers	Chris Parker	Svetlana Yanushkevich Sarah Stauff Amy Snedaker	
Early Preschool	Cindy Hudson	Celebrating Me and My World	
		Michele Edington Jennifer Morton Tyler Cutler Andrea Lerude	Jennifer Morton Geoff Skelton Tyler Cutler Andrea Lerude
Preschool-Kindergarten	Cindy Hudson Michelle Morrison	We Are Many, We Are One	
		Dawn Cutler Michelle Morrison Zoe Goodell	Michelle Morrison Zoe Goodell Charlie Shepherd
First Grade	Cindy Hudson	Special Places, Sacred Spaces	
		Frank Grossman Cecile Bonvouloir Jenny Grossman Amy Butenhof	Mary Super Mike Super Amy Butenhof
Second-Third Grades	Laurie Conrad	Experiencing the Web of Life	
		Andy Straussberg Victoria Agnew Kate O'Shea Mary Ellen Wessels	Lance Pratt Kristen Fitzpatrick Ben Bate Zach Zalman
Fourth-Fifth Grades	Donna LaRue Gwen Mikailov	Heart Talk for Kids	Why Do Bad Things Happen?
		Dan Earley Krista Earley	Jim Woolsey Gwen Mikailov Celina Wilt
Sixth Grade	Donna LaRue	Neighboring Faiths	
		Ken Cowan Loretta Hubley Anne Lederhos	Loretta Hubley Anne Lederhos
Seventh-Eighth Grade		Our Whole Lives (O.W.L.)	
		Billy Parker Linda Donaldson-Guidi	Ginger Hedges Tom Mandra
Senior High	Mickey Saunders	Youth Group	
		Mickey Saunders David Brodeur	Chuck Rehberg Steve Hedges Susan Wright
Children attended the first 15 minutes of the Adult Service approximately one Sunday of each month. During the rest of the month, childrens' chapels were conducted by Chris Parker for preschool-first grade and second-sixth grades alternately.			

Submitted by Cindy Hudson, Chair of Religious Education Committee

## Social Justice Committee 2008-9 Annual Report

The Social Justice Committee started off the year with a focus on the 2008 election with many members of the committee (and the larger congregation as well)) working on voter registration and state/national campaigns. And early in 2009, the significant slate of issues (gay marriage, gender identity, medical marijuana, the death penalty, etc.) being addressed in New Hampshire came to dominate much of our focus throughout the rest of the church year.

The Committee sponsored “Appalachian Voices,” a speaker and presentation about mountaintop removal coal mining in the Appalachian Mts, and encouraged the congregation to send letters to US legislators. We also looked for ways to support Bill Sinkford’s Living Wage Campaign, but in the final analysis decided to wait for direction from the national office.

### Recognition

The Social Justice Committee would like to recognize:

- Representative Paul Hackel, NH state representative, who worked very hard to keep the congregation informed of all the legislative activity that touched our UU values. He arranged for an excellent discussion with himself and Suzanne Harvey, and many members of the congregation participated actively.
- Dr. Jennifer Madden for her hard work and advocacy on transsexual rights issues. She has continually looked for ways to further people’s understanding, and advocate for needed legislation. NH came close but did not succeed in passing a gender identity anti-discrimination bill. (Next time, Jenny!)
- All our Social Justice Committee members, who do so much: (forgive me if I don’t recognize you individually)
  - Ellen Barr (Chair)
  - Adrian George
  - Ann Leach
  - Bob Keating
  - Elaine Thomas
  - Hilary Keating
  - Janie Andolsun
  - Jennifer Madden
  - Kim Hicks
  - Laurie Goodman
  - Marty Storer
  - Mary Ferguson
  - Miriam Swanson
  - Nathaniel Brooks
  - Paul Hackel
  - Roy Goodman
  - Sharon Machado
  - Shirley Rayburn
  - Sonya Hackel
  - Steve Edington
  - Tess George
- All the church members that participate in work to promote our UU values. Thank you for the service you do, letters you write, petitions you sign, meetings and rallies that you attend, etc., etc.

### Our Physical Presence

Some of you may have noticed our smaller footprint in the Dining Room. Our green painted Phyllis Rockwell cabinet was retired last summer, and now all our current materials are in the Social Justice “corner” (which often serves as our table).



## Action Groups

- Community Action (Members: Mary Ferguson, Bob Keating, Sarah Widhu, Ellen Barr)

The Community Action group, led by Mary Ferguson, continued its support for the Nashua Soup Kitchen (monthly meal preparation) and collection baskets (for paper products, linens, foods, cosmetics, etc.) for area organizations working toward ending homelessness. Both of these projects get a lot of congregational participation and run very successfully.

The group continued its focus on the Campaign to End Homelessness and to work with other groups, including the Greater Nashua Continuum of Care ([www.endhomelessness.com](http://www.endhomelessness.com)) toward the goal of ending homelessness in Nashua.

In addition, although not a member of this action group, Jenn Morton did an outstanding job managing a monthly commitment we have to serve a dinner at the Soup Kitchen. Jenn takes care of all the communications and getting sufficient participation.

The management of the Sunday Outreach Collections continued to be a major focus for this team. Following are the results of the 2008-9 program:

Dates	#	Recipient	Amount
June, 2008 + summer	2+	Starr Island	\$2458.44
Sept, 2008	4	YMCA Strong Kids	\$2018.80
Oct, 2008	4	Bridges	\$1972.26
Nov – Jan 2009	12	Southern NH Services (home heating assistance)	\$5772.56
Xmas Eve	1	Nashua Soup Kitchen	\$3532.00
January, 2009	1	Living Wage Campaign (Bill Sinkford service)	\$914.00
January 2009	1	UUA Growth	\$809.00
February, 2009	4	Nashua Pastoral Care Center	\$1800.00
March, 2009	4	Donna Purkhiser Scholarship Fund (White Wing)	\$3758.50
April, 2009	4	Interfaith Hospitality	\$1742.50
May, 2009	5	Burundian Refugees program	\$2541.00
June, 2009	2	Habitat for Humanity	-unknown at time of printing-
<b>Total</b>			<b>\$ \$27319.06</b>

- Healthcare (Members: Ellen Barr, Pat Fields, Elizabeth Clark, Adrian George, David Golden, Marty Storer, Bob Keating, Mary Ferguson, Ann Leach, Miriam Swanson, Erika Consentino, Joan Connacher, Miriam Swanson, Mary Licking)

This year, the Healthcare Action Group, led by Ellen Barr, was paying close attention to the state and national discussions on healthcare reform. We had a meeting in April where we heard from David Golden (Physicians for a National Healthcare Program) who supports a single payer solution, and from Kaley Lentini, GSOP Healthcare activist and co-leader of the NH affiliate of HCAN (Healthcare for America Now) who supports a “hybrid” approach to reform. This type of plan would allow people to keep their existing insurance if they like it, but offer a public option to everyone else.

- Iraq War/Road to Peace

This group was not active during 2008-9.

- Green Sanctuary

Although there were some efforts to re-energize the Green Sanctuary program for the 2008-9 church year, without a dedicated leader, this church-wide, multi-faceted program could not take off. The Social Justice Committee recognizes that in order to be successful Green Sanctuary cannot be led from one committee, that the program requires a team of leaders across the church, perhaps with high level coordination from the Executive Team. The Committee also recognizes that with other high level commitments, such as our Strategic Planning, the church may just not have sufficient motivation to dedicate the needed resources for Green Sanctuary at this time.

## **The UU Action Network (UUAN)**

This year, we saw a diminished role of the UU Action Network with Tess George resigning as the coordinator and a decision by the Board to cut the position to quarter time. Chris Rueggeberg, the new coordinator, met once with our committee, and although we stayed connected through all the NH legislative actions, there wasn't much opportunity to work together. In addition, we saw a weakening of all the connections that Tess had built among the NH UU Social Justice groups.

## **The Granite State Organizing Project (GSOP)**

We continued this year as a member organization of the Granite State Organizing Project, a coalition of religious, labor, and civic organizations who come together to work at a systemic level on certain state and local issues as they pertain to social justice and the common good. This year GSOP focused on:

- Healthcare —co-leading NH Healthcare for America Now (see description under “Healthcare”)
- Burundian Refugees—helping with their resettlement in New Hampshire.
- Housing—legislation to protect tenants from out-of-state landlords who have non-compliant housing.

## **Chairmanship**

The 2008-9 year completes my third year as Social Justice chair, and I have communicated to committee members my need to step down. As of this time, no one has come forward to lead the committee, and members of the congregation may take notice that the position for the 2009-10 church year is open.

Respectfully submitted,

Ellen Barr  
Chair, Social Justice Committee

## WORSHIP ASSOCIATES/ WORSHIP AND SERVICES

Steve Edington  
Burns Fisher  
John Sanders  
Laurie Goodman  
Kathy Fletcher  
Lee Page  
David Robbins  
Anya Zakiewicz

This year we made the decision to absorb the Worship and Service Committee into the Worship Associates Group. The responsibilities of the Worship/Service group fit well into the realm covered by the Worship Associates Group.

Worship Associates met on the first Tuesday evening of each month during the Church year. Our discussions focus on the elements involved in Sunday morning services. A great many discussions revolve around spiritual concerns and what we feel may be the needs of our congregation as a whole. We look at the order of all elements in our Sunday services and determine their effectiveness in the overall outcome of each service.

Why does one come to service? Does what we offer meet all of the needs of our congregation? How well does the service flow? Does the placement of each element in the service lend itself to the desired outcome: a positive spiritual experience for all present?

As Worship Associates, we are not only evaluating Sunday service quality; we participate by taking active roles in the service as needed by our minister Steve Edington. One of the ways we have done this by taking turns at offering Words for Reflection. Our participation fits in with the belief that having members of the congregation in visible roles during the service helps to create a unified and comfortable ambience to each service. It is hopeful more people may have the desire to become involved in some manner, perhaps as a chalice lighter. It isn't easy to get up in front of a group; perhaps more will feel comfortable enough to offer a joy or concern once they see other members sharing.

When Steve needs to be away, we take over any role necessary: hosting a guest minister, helping out with any service elements necessary, doing the whole service if needed. We are available to all members to talk with if there are any suggestions or concerns surrounding our current services.

Volunteers were rounded up to lead our summer services. The lay-led services have been going very well; there has been a lot of positive feedback from those attending during the summer. At this point, there are quite a few members readily volunteering to do one of these services. We are looking forward to a great line up of offerings beginning on June 15<sup>th</sup>.

We are currently taking a strong look at our Water Service in September. There has been talk that this service may be lacking in spiritual content. We are looking at ways in which we can make this service more meaningful. The group will be meeting in early September to finish putting our ideas together for that service and to get ready for another Church year.

## Membership Committee Annual Report 2009

Members of the Committee: June Haskell, Joan Connacher, Diane Fontas, Sue Fortier, Fred Shirley, Barbara Spitz, Joyce Stewart (Chair) and Sherri Woolsey.

Our committee started the year with a goal to increase membership by 5% and try to close the “back door”, how many members we loose each year. With a total of 28 new members this year we feel we did a pretty good job in reaching our 5% goal. We hosted a reception for our new members in the fall and spring.

The Committee sponsored our annual Open House the first Sunday of October. We had ten visitors that Sunday. We average seven new visitors every Sunday with two or three returning for future visits.

Every Sunday the nametag board is brought into the Sanctuary for all members, friends and returning visitors to find and wear their nametags. We also staff the Information Table to answer questions visitors may have. In the back of the Sanctuary and on the Information Table we have Visitor Packets available. We maintain the brochure racks outside the Sanctuary and in the Dining Room.

The Church Pictorial Directory was distributed in March. People who don't regularly attend were mailed one. If you didn't receive a copy, please call the church office and ask to have one mailed to you. We do have several copies still available.

Members birthdays were recognized every Sunday in the Order of Service. During the Church Council meeting in January we discussed ways to try and keep our members and friends informed of the weekly Joys and Concerns and Announcements from the Sunday Service. As a result of this, the “UU Cares” e-mail list was set up. Every week a summary of the Joys and Concerns as well as the weekly announcements are sent out to those on the list. The list is moderated by Sherri Woolsey, Membership Coordinator and is only available to people who attend our church. If you aren't already subscribed to this list, please visit the church website and click on the “Contact Us” link then click on [uu-cares@uunashua.org](mailto:uu-cares@uunashua.org) to ask to be subscribed. It is hoped that our Sunday Summer Presenters will take notes of the Joys and Concerns and utilize this list so we can keep this going over the summer. We are hoping this will help keep us connected over the summer. This list is not exclusively for Sunday services. If you have a Joy or Concern you would like to share with our church community, please submit it to the above e-mail address.

Unfortunately our wonderful chair, Joyce Stewart, is stepping down. We are looking for another chairperson. If you are interested, please speak with Sherri Woolsey.

Respectfully Submitted,  
Sherri Woolsey  
Membership Coordinator

White Wing School Board Committee  
Annual Report 2008- 2009

This year's White Wing School Board Committee is made up of church members, parents, and friends of White Wing School. They are Lisa Eastland, Michelle Lanier, Victoria Agnew, Dave Hudson, Laurie Goodman, Becky Parsons (Director White Wing School) Amy Snedaker (Secretary), Joyce Bedard (Treasurer), Kate O'Shea (Vice-Chair), and Jenn Morton (Chair).

We had an extremely busy and productive year. After a two year process, our NAEYC Accreditation visit and evaluation is complete!! The White Wing director, teachers, and staff spent countless hours gathering thousands of pieces of evidence to put together in portfolios to prove the integrity and value of our quality Early Childhood program. The documentation portfolio process was arduous. Board members donated time in classrooms so that the teachers had time to work on their portfolios. The UU Church Sexton, Sandy Martinage, worked with the White Wing School director, Becky Parsons, to ensure that our physical facility was prepared for inspection. The difficult and stressful road that we traveled this year leading up to the accreditation visit will all be worth it when we hear that we have been accredited by NAEYC. We will find out the official results this summer.

The end of this year brought the retirement of Karen Trowbridge, a White Wing School teacher for 31 years! The dedication of valuable, talented teachers such as Karen is one of the wonderful attributes of White Wing School. The Board certainly appreciates Karen's many years of service to the families and especially the students of White Wing School.

Financially, White Wing School has enjoyed an amazing year. Thanks to vigilant bookkeeping by Becky Parsons and Joyce Bedard, we have stayed on track or under our projected budget numbers for the year. Our enrollment numbers always fluctuate a bit during each school year, but this year we have been lucky to end the year in a good place.

However, difficult times are upon us. Hudson, the last town in the area that was holding out from offering Kindergarten at their public schools, has now decided to go ahead with that program. Our Kindergarten enrollment numbers dropped dramatically after this announcement. For many years we have offered two Kindergarten classrooms. We now longer have the enrolled student numbers to support this. Additionally, hard economic times and job loss have seen a decline in our 3 year old program numbers. For White Wing School, lower enrollment means less money in the budget. Going into next year, there are numerous budget cuts. Teacher positions have been eliminated. Our challenge for the future is to offer different programs and additional ways to grow the enrollment of this high-quality early childhood educational program.

# PROPERTY COMMITTEE

## ANNUAL REPORT

### June 2009

Property Committee members include; Scott Shepherd, Peter Taudvin, Bob Sampson, Rob Bate, Muriel Credle, Sandy Martinage, Penny Guild, Mike Wilt, Jim Thorp, and Jenn Morton

The Property Committee never has a dull moment. Maintaining our historical buildings is a major undertaking. We are constantly faced with regular upkeep and maintenance tasks, while also being challenged by new situations as they arise.

Last November, we had an extremely successful fall clean up. Many volunteers turned out to help clear the grounds of leaves in what Mike Wilt called "record time".

This winter we unfortunately saw snow damage to both the lower and then the upper sashes of the front Sanctuary window. In the coming year we are planning to correct the snow shed issue in order to prevent further damage.

The West side of the Sanctuary's slate roof has started leaking through to the interior of the Sanctuary ceiling. This is a problem that needs to be fixed immediately. Repairs are scheduled to occur this summer. Budgeting for a maintenance issue of this magnitude is an enormous challenge. The slate roof repair project alone is anticipated to cost the same amount as our entire Property Committee budget for 2008-2009.

This spring we have completed a couple of landscaping beautification projects with the help of volunteers from the congregation. This volunteerism is an amazing benefit of our UU community--- church members and friends who are eager and excited to help out. We appreciate their hard work, and look forward to continued support in the future

It has been said that "It Takes A Village". This is certainly true of when it comes to the tasks of maintaining the UU Property. Sandy Martinage does a remarkable job as the church Sexton. Jim Thorp is a dedicated work-horse who also carries the title of groundskeeper. An amazing crew of 3 volunteers spends every Tuesday morning inspecting and repairing issues on both the interior and exterior of the facility. These 3 women, Muriel Credle, Penny Guild, and Mary Licking are true "unsung heroes". They clean, paint, fix, inspect, maintain, wash, install, prune, and organize, for countless hours each year. Without Penny, Muriel, Mary, Sandy and Jim our UU Property would not be in the great shape that it is today.

We look forward to 2009-2010 knowing that there will be challenges and surprises, but at the same time, realizing that the rewards of preserving our historical UU buildings are worth all the time and effort!