

Agenda for FY 2010-2011 Annual Meeting
 Unitarian Universalist Church of Nashua
 June 9, 2011

| Time | Agenda Item / Topic | Presenter |
|-------------|--|---|
| 6:00 | Pot Luck Supper, Dining Room | |
| 6:50 | Gathering and Check In of Members in the Sanctuary | |
| 7:00 | Opening Musical Selection | Choir |
| 7:05 | Call to Order Certification of Quorum Reading of the Purposes from the Articles of Agreement | Ellen Fisher, President & Hilary Keating, Clerk |
| 7:10 | Chalice Lighting | Rev. Steve Edington |
| 7:12 | Approval of the Consent Agenda | Ellen Fisher |
| 7:15 | Minister's Report | Steve Edington |
| 7:30 | President's Report | Ellen Fisher |
| 7:40 | R.E. & Youth Interlude | Jamie Hinkle Zoe Goodell |
| 7:50 | Clerk's Annual Report of Church Membership <ul style="list-style-type: none"> • Approval to remove from membership the individuals recommended by the Clerk, per Article 3.4 of the Church Bylaws | Hilary Keating, Clerk |
| 7:55 | Investment Review Committee Report | Bob Sampson |
| 8:05 | Stewardship Interlude | David Hudson |
| 8:10 | Musical Selection | Choir |
| 8:15 | Treasurer's Report 2010-2011 Fiscal Year | Mike Wilt |
| 8:20 | Presentation of the Proposed FY 2010/2011 Budget | Mike Wilt, Treasurer |
| 8:35 | Outreach Collection Interlude | Mary Ferguson |
| 8:40 | Nominating Committee Report <ul style="list-style-type: none"> • Presentation of Nominees • Nominees from the floor • Vote and election | Chip McGee |
| 8:50 | Congregational Fellowship Interlude—D.C. Bus Trip | Roy Goodman |
| 8:55 | Other Business | |
| 9:00 | Adjourn | |
| 9:00 | Final Hymn, "Now Let Us Sing" | All Present |

Consent Agenda

- The Congregation approves the minutes of the 2010 Annual Meeting, held on June 10, 2010, 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): Financial Records Review, Investment Review, Membership, Music, Denominational Connections, Cemetery, Personnel, Property, Public Relations, Religious Education, Social Justice, White Wing and Worship Associates.

ANNUAL MEETING

UNITARIAN UNIVERSALIST CHURCH OF NASHUA

June 10, 2010

A quorum of 61 members having been met, President of the congregation Laurie Goodman called the meeting to order at 7:00 and read the Purposes from the Articles of Agreement. Reverend Steve Edington lit the chalice and did a reading from "Let it be a Dance" by Rick Masten as Opening Words.

Consent Agenda

Elaine Thomas moved the adoption of the Consent Agenda, seconded by June Haskell. The motion passed unanimously. The Consent Agenda consists of the minutes of the 2009 Annual Meeting, held on June 11, 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): 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.

Minister's Report

Steve Edington presented his report, which is filed with these minutes. In noting the high and low points of this past church year, Steve spoke about his long connection to the church: he arrived 22 years ago when his son Gordon was just four years old and in just two weeks he will officiate Gordon's marriage to Crystal Cassidy in our sanctuary.

President's Report

President Laurie Goodman presented her report, which is filed with these minutes, noting in particular how our congregation has become very intentional in our commitment to planning for our own future, "recognizing that change is coming in our Unitarian Universalist faith, but secure in the understanding that it is a change grounded in our mission, vision, values, and principles". Laurie also noted, as she closes out her presidency, that it has been an honor and privilege to serve in the role as president of the congregation.

Religious Education: ROPES Interlude

Julia Fletcher and Ellen McCormick spoke about the ROPES class and curriculum, with Julia particularly stressing how much the class has meant to her.

Clerk's Annual Report of Church Membership

Clerk Hilary Keating presented her annual report of 2009-2010, 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. Kate Messner moved, seconded by Joan Connacher, that the Clerk's minutes be accepted. The motion passed unanimously.

Investment Review Committee

Bob Sampson presented his report, which is part of the Consent Agenda and filed with these minutes. He noted that the church investments increased 2.8% this year, a better year than last year, and the committee is considering changing from Bank of America due to changes in their investment strategy.

Congregational Fellowship Moment

Jenn Morton and Michelle Morrison spoke about the special year they have had and the special place the UU Church of Nashua has in their lives.

Musical Interlude

The choir presented a favorite song.

Treasurer's Report 2009-2010 and Presentation of Proposed FY 2010/2011 Budget

Mike Wilt presented his Treasurer's Report, which is filed with these minutes. He stated that it had been a very good year, with the church taking care of itself and behaving in a fiscally responsible manner. He explained the cash reserve and explained the difference between it and the endowment.

Mike then presented the proposed budget. He explained that less than 30% of the proposed new budget is funded from the endowment, so our operations are primarily funded by pledges. For the first time, pledge income exceeds staff salaries. Mike noted that the proposed budget includes 3% COL adjustments on all salaries as recommended by the personnel committee, as well as an increase to bring our minister compensation closer to the fair compensation level established by the UUA.

Bob Sampson moved, seconded by Harry Purkhiser, to place the Treasurer's Report on file. Russ Leonard moved, seconded by Jim Thorpe, to approve the proposed budget. Both motions passed unanimously.

Congregational Fellowship Interlude

Bob Coulter spoke about this past Thanksgiving, which he spent at the church with his church "family".

Policy Governance Slide Show

Gary Lerude presented a slide show he has developed explaining Policy Governance to the congregation.

Report of Bylaws Revision Committee

New Bylaws

Harry Purkhiser, representing the Bylaws Revision Committee, explained the reason for revising our bylaws at this point – to better fit the policy governance model – and how they went about the project. He then moved, seconded by Burns Fisher, to approve the following motion, which was approved unanimously by the congregation.

Whereas, the Unitarian-Universalist Church of Nashua, NH has for several years been following what is commonly called a "Policy Governance" model of church government, and

Whereas, the present bylaws do not reflect this model in that some duties and responsibilities are not assigned as required under Policy Governance, and

Whereas, some Articles of the present bylaws are outdated, or do not reflect our current practice, be it therefore resolved that:

The present bylaws of the Unitarian Universalist Church of Nashua be entirely replaced by the bylaws contained in the draft dated May 20, 2010 and presented at the Annual Meeting of 2010.

The new Bylaws are attached to these minutes.

Article 11

Harry Purkhiser presented the amendment to Article 11, giving the history of the preservation of the endowment and the reasons for the creation of the amendment. He then put forth the motion, seconded by Bob Keating, which is attached to these minutes and is as follows:

Whereas, in the past, money has sometimes been taken from the Endowment to a greater extent than is compatible with preservation of the Endowment, and

Whereas, it is prudent that taking from the Endowment should be given most careful consideration, and

Whereas it is desirable to separate the decision regarding the prudent amount to withdraw from the endowment from the body that determines our annual budgetary priorities, thus putting it under the control of the Invested Funds Management Committee, and

Whereas, the Invested Funds Management Committee should be elected by the Church at Annual Meetings, be it resolved that:

The bylaws of the Unitarian-Universalist Church of Nashua, NH be amended in accordance with "Proposed Article 11 – Invested Funds Management", presented at the 2010 annual meeting.

A long discussion followed this presentation. The strongest opposition voiced, by Harry Purkhiser, Bob Sampson, and others, expressed the concern that all power to take money from the endowment would be out of the hands of the Board of Trustees and into the hands of another committee. The strongest voices in favor of the motion, voiced by Mike Wilt and Bob Keating, among others, favored the idea of having a separate elected committee, independent from the Board of Trustees, whose purpose is to keep the

endowment into perpetuity, and believed that Article 11 went along with the policy governance model.

The final vote was 32 in favor of Article 11 and 26 opposed. Since two-thirds was needed to pass, the motion failed.

Nominating Committee

Chip McGee presented the committee's slate for Executive Board, Nominating Committee, Financial Records Review Committee, and Nashua Cemetery Association. The slate is filed with these minutes. There were no nominations from the floor. Harry Purkhiser, seconded by Karen Leonard after misspellings were corrected, moved that the slate be accepted. The motion passed unanimously.

Worship and Spiritual Development Interlude

Kathy Fletcher gave a brief presentation on blessings and on how we are willing to make connections. She followed this by leading an exercise during which church members made eye contact with as many fellow members as possible.

Other Business

There was no other business from the congregation. Outgoing President Laurie Goodman praised Geri Davidson for all her work with the choir and honored Sherri Woolsey for all the work she does "above and beyond" her job description.

Motion to Adjourn

Bill Dowey moved, seconded by Elaine Thomas, to adjourn the meeting at 9:30. The motion passed unanimously. Immediately following the adjournment, the congregation viewed the slide show "I Love the Whole World" put together by Kathy and Frank Grossman.

Respectfully submitted,

Hilary Keating, Clerk

Minister's Annual Report June 9, 2011

This past April I was invited by my ministerial colleagues in our Northern New England District to share my Life Odyssey at our annual Chapter Retreat. I was honored to be asked, even as my first thought when I was approached about it was, "Don't they usually ask an older minister to do this?" Okay, I didn't really think that at all. I knew that such invitations are generally extended to ministers who are at or near retirement, as an opportunity for them to offer a retrospective on their years in the ministry along with any other aspects of their lives they wish to recall. The idea is not that you have one foot in the grave, but that you are at a point in your life and ministerial career where some summing up can begin to take place.

Interestingly enough my Odyssey presentation came just a few days after Ellen Fisher and I shared the pulpit on a Sunday morning to let you know that I would be concluding my ministry here in the summer of 2012--and what that meant for the short and long term future for this congregation. While my coming to this decision and letting you know about it, was one of the marks of this past year it was hardly the only one. It has been another good year in our life as a UU congregation; and I offer my take on it here.

While each year brings its unique happenings, opportunities, and challenges many things also remain constant. It continues to be my honor and privilege to serve 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/Executive Team and extremely dedicated lay leaders.

I continue to benefit from the help and assistance I receive from our Worship Associates as they offer feedback and conversation about the quality of our worship experience. This past year, in collaboration with the Religious Education Committee, we moved to have our church school children and young people in for the first part of all of our Sunday services rather than the once a month schedule we'd been on previously. I feel this has worked very well and has given heightened visibility to our Religious Education program. Also in the manner of worship leadership I thank Anya Zakiewicz for coordinating our summer services once again.

Last fall I led a four week adult education series on "Writing Your Spiritual Narrative," drawing upon some of the experiences I've had in some recent writers workshops I've taken. I also led two "Unitarian Universalism 101" series aimed at new and prospective members for our congregation.

At the direction of the Board of Trustees, Sherri Woolsey and I--with our Executive Team hats on--convened a task force to assess our audio/visual needs and opportunities, primarily here in the sanctuary and with respect to our worship experience. This team has offered a preliminary report to the Board with recommendations for upgrading our sound system and the costs involved. You'll be hearing more about this in the months ahead.

We continue to be blessed, as noted, by a very dedicated Staff and Lay Leaders. Thank you Sherri for another year of being our heart and soul as Office Manager and Membership Coordinator. Thank you Chris Parker for another year of fine religious education for children, young people, and adults, as well as to all who make that program go. Thank you Jed Holland and the Music Committee for another year of outstanding and uplifting music in our services. Thank you Sandra Martinage for keeping our facility very attractive and well maintained and well cared for.

As I have said on many other occasions--and it remains no less true no matter how many times I do say it--I could not be engaged in the ministry I have here with you were it not for the ministry of our Staff and Lay Leaders. I truly believe that the many tasks they undertake and the many responsibilities they fulfill are indeed a ministry that supports and advances our mission and vision as a congregation.

In this respect I hope you will give special attention to the Committee reports that are a part of the packet of information you have for this evening's meeting. They are far more than words on paper. They describe much of the life blood of this congregation. They are an indication of the depth of commitment those who chair our committees, lead our programs, and promote our values in the large community. Their names are numerous and I thank them one and all.

I and we have been particularly blessed once again this year with a dedicated and hard working Board of Trustees. I thank Ellen Fisher for her leadership as she took the helm as Church President one year ago and look forward to working with her in the coming year as well.

One of my biggest "thank yous" is reserved for all of our congregational members and friends whose financial support continues to grow from one year to the next. Once again we have raised our pledge base significantly, while lessening our reliance upon our invested funds for our operating expenses. We have grown our pledge base remarkably over the past several years even in a climate of economic uncertainty. Our Treasurer Mike Wilt will offer some more defined numbers in this respect later in our meeting, but I am very encouraged by the maturity you have shown in recent years when it comes to forthrightly understanding and addressing our financial needs and responding to them.

With our many gains of this past year we also experienced the loss of one of our most long time and dedicated members when Naomi Lyon passed away this past winter. Her service was a celebration of a life indeed well lived and one that was truly devoted to the greater life of our church.

In our wider community it has been a year of stepping back from me from some of my involvements while still being supportive of those organizations with which we as a congregation have a relationship. After being one of its founding Board Members I completed my service on the Board of the Granite State Organizing Project last November. While no longer serving on their Executive Committee I continue to be involved with the Nashua Area Interfaith Council.

I've also managed to keep up my research and writing projects as time allows. Following on my books about Jack Kerouac and Ric Masten I've now shifted to Woody Guthrie. Doing a music and narration service here a couple of years on "The Spirit of Woody," got me going on my writing project which is a book I've tentatively titled *Bring Your Own God--The Spirituality of Woody Guthrie*.

Looking ahead, our next year together will be the beginning of a time of discernment; a time that I feel will be both productive and exciting for you as a congregation and for me as well as I consider the next chapter in my odyssey in ministry and life. We have much to reflect on and much to look forward to. I trust it will be time well spent.

As for now, what more to say than thanks for another busy and gratifying year! I close this year on a positive note, knowing that we still have work to do and challenges to meet as we continue to be a beacon of liberal religious thought and action in this part of our world. The energy and vitality I see in this congregation give me much confidence in your future that will keep us on a positive path.

My very best to all of you.

Respectfully submitted,

Rev. Stephen D. Edington

President's Report for the 2010-2011 Annual Meeting
Unitarian Universalist Church of Nashua
June 9, 2011

The job of the church president, along with all the other members of the Board of Trustees, is to represent the Congregation. The Board sets church policy and monitors the execution of that policy. The president is also an *ex officio* member of most church committees and represents the church on all appropriate occasions. This is what it says in the Bylaws, Articles 4.2 and 6.2. In my first year as president I have felt that I was on a steep learning curve about just what that means. I knew that I would be presiding at Board meetings and the Annual Meeting, but last year at this time my full role was kind of hazy. I have come to believe that one of the most important jobs of the president is to know what is going on with as many individual church members and church-related groups as possible. Someone filling this role can do a lot to facilitate inter-church communication and efficiency, and I feel like I am still learning the job. You, the Congregation, have been amazingly helpful this year because so many of you have talked to me and welcomed me into your groups. Thank you--it is a great privilege for me personally to hear your concerns and thereby to get to know each of you a little better.

Following are the major topics which the Board of Trustees worked on this year.

Use of the Endowment in Budgeting

One of the first decisions that the Board of Trustees made this year was to ask the Investment Review Committee to recommend a prudent amount to take from the endowment to include in the coming year's budget. Long before the budgeting process began this year, the Board decided as a matter of policy that it would abide by that recommendation. The way that a "prudent" amount would be determined as well as the figure itself was left for the Investment Review Committee to decide.

Statement of Priorities for 2010-2011

At its October 12th meeting the Board of Trustees adopted the following specific priorities (in italics) for the 2010-2011 Church year. Following each priority is a brief report of the results.

- *Community Involvement* Increase the visibility of existing community outreach activities and seek & highlight new possibilities for members to become involved in such activities. This especially includes volunteering time (as well as contributing money). Be on the lookout for a larger outreach project that could involve a large portion of the congregation.

This priority was announced and discussed at our Summit Meeting on October 18th. Our Outreach Collections, including the Sunday Service presentations by representatives of the groups which the collections support, have continued this year. The Social Justice Committee also continues to staff an information table in Coffee Hour and to sponsor and/or publicize events at which the congregation

can learn about or participate in social justice issues, and numerous announcements have been made in the newsletter and the order of service about opportunities to volunteer in the community as they arise. I feel that more can be done in this area, however, and hope to continue working on it with the Board next year.

- *Governance Process Improve communications and mutual support between the Executive Team, the Board of Trustees, and the various church groups and committees. This especially includes supporting church leaders and encouraging widespread participation in church activities within the congregation.*

The church staff and the Board of Trustees have learned that “policy governance,” the model we have adopted for running the church, is not necessarily an obvious system. In our culture we are more used to seeing top-down bureaucracies. In policy governance the Board of Trustees sets policy but leaves the implementation of those policies to the Executive Team (presently the Executive Team is Steve Edington, Sherri Woolsey, Chris Parker, and Sandra Martinage) and the church committees. This allows the Board to focus on the future and to assure that the church is living up to its mission and vision.

With the encouragement of the Board, Steve presented an excellent review of policy governance and how it affects committees at our October 18th Summit Meeting. I am sure that both the Board and the Executive Team will need to regularly provide education about policy governance to church leaders and the congregation in general for the foreseeable future.

- *Youth and Young Adults Investigate programs which have been successful in other churches or organizations to retain youth members and attract young adults.*

The first step in addressing this priority was to assess how our youth programs were doing. The Board met with Chris Parker, the Youth Group leaders, and one member of the High School Youth Group in December for general discussion and listened to a presentation from Gary Lerude entitled, “Thoughts About Youth” in January. It would be hard to summarize all the ideas the Board considered, but, in summary, we felt that our Youth Group is working well for the students who are participating. Continuing challenges include engaging a greater number of the high school students whose families are part of the church as well as attracting more post-high school young adults. It is interesting to note that some non-participating youth have expressed a longing for a hands-on outreach project to get involved in (see the *Community Involvement* priority above). Gary’s presentation emphasized the intense involvement of many young people in social media and encouraged us to think about a virtual as well as physical church presence.

- *Audio-Visual System* Assess needs, set goals, and seek design for an integrated multi-media system, including the sanctuary sound system.

The Board of Trustees asked the Executive Team to do this task. The Executive Team organized a committee which has been working on it throughout this year. Our Property Committee budget for next year includes money which we anticipate will be used to begin an upgrade of our systems. Depending on the final estimates of the cost to implement the final plan, we may need to have a campaign to raise funds, similar to the piano campaign held several years ago.

- *Membership* Grow our numbers and strengthen the bonds within our membership. The Board of Trustees believes that all of the above-listed priorities will contribute to this final priority.

Numbers can be counted, and our Clerk's Report shows a modest increase in our membership this year. Strengthening bonds are harder to measure. It is hard to say why or how this priority has worked. There are many possibilities. The advertising undertaken by the PR Committee, holding two Open House Sundays during the year, and our many Social Activities events may have played a part in attracting new members or retaining more existing members than might have happened in the past. Our excellent existing programs, such as Religious Education, Community Outreach, and Music, undoubtedly contribute heavily. Personal connections made between individual members or small groups as we go about our institutional business may be the most important factors. On the whole, this church has a lot to offer, and we owe it to ourselves, as well as others who may wish to join us, to keep this priority front and center in the future.

The Board of Trustees' Statement of Priorities ended with the following statement.

These priorities are consistent with the objectives in the Strategic Plan for 2018, adopted by the Executive Board in 2008.

The Strategic Plan for 2018, formulated in 2008 by a super-committee of more than 30 church members and friends, has been an excellent format for the Board of Trustees in their policy work on behalf of the congregation. We will continue to use it in the coming years to guide our path. It is an evolving document and needs to be added to as we move along. Working on the Strategic Plan will be a centerpiece of the Board's work in the coming year.

Stewardship Campaign

Because no chairman for the Stewardship Committee had been identified by the time that the work of organizing the Pledge Drive needed to begin, the Board of Trustees agreed to form a committee of the whole to accomplish this important annual task. While this year's Pledge Drive has been largely successful, nearly meeting the ambitious financial goal the Board set for itself, and while actually doing that work has been a good experience for those members who had not been involved in it in the past, it is not, in

my opinion, in the best interest of the church for the Board to also be the Stewardship Committee on a regular basis. Co-chairs of the Stewardship Committee for next year have already stepped up (a huge thank-you to David Hudson and Kate Messner!!), and while I expect that Board members will help out as much as they can, it will not be a focus of the Board's agenda as it was in the past year.

Ministerial Transition

While Steve's announcement of his retirement at the end of our next church year (that is, in the summer of 2012), was the most monumental single event of the year, it is ironic that the Board's responsibility in this matter was to make sure that the congregation not take action, at least not prematurely. While it is understandable that we may wish to "get this settled and get back to normal" as soon as possible, it is too early to form a Search Committee, for example, or to consider specific candidates if we want to ensure that our next settled minister and the congregation are most likely to smoothly transition into a lasting relationship.

Board members have been educating themselves about the UUA's resources and recommendations about ministerial transitions, as well as devoting our entire April meeting to this topic, but the Board agrees with Steve that the last year he will be with us is one in which we will largely focus on our on-going church activities (see our priorities above!). Next spring the Board will be hiring an Interim Minister to work with the congregation for the 2012-13 and 2013-14 church years on the challenging task of selecting a future focus and a new settled minister to guide us in that direction. Especially in the case of the retirement of a long-term minister, this is the process strongly recommended by the UUA, and the Board of Trustees has voted, as a matter of policy, to follow the UUA's recommendations.

I thank all of you for your help and consideration in the past year and look forward to another church year. May we continue to support one another and grow in our commitment to our church and our principles.

Ellen Fisher
President

Religious Education Committee Annual Report 2010-2011

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.

In support of the Strategic Vision for 2018, the RE Committee, with the support of the Board of Trustees and the Worship and Service Committee, the children in our congregation are invited to join the adults on a weekly basis, except for no church school Sundays, to attend the early part of service (and for additional full services). This helps both the children and the teachers feel a part of the larger community. Additionally, newcomers to the church can witness our multigenerational congregation. Part way through the year, the RE Committee agreed to organize the Story for All Ages at the beginning of the service on the third Sunday of each month.

Religious Education Director

Chris Parker

DRE Professional Activities

Chris attended monthly Southern New Hampshire DRE Cluster Meetings; the LREDA Fall Conference in New Orleans, LA; and three LREDA Chapter meetings throughout the year. She attended a Northern New England RPM (Religious Educators, Board Presidents, Ministers) meeting in October (Focus on Multigenerational Ministry) with Steve Edington. She remains connected to the Unitarian Sunday School Society as they update their by-laws.

Religious Education Committee Members

Jamie Hinkle – Chairperson

Barbara Berrios -- Chair of Adult Education

Laurie Conrad

Amy Savoie

Mickeline Shepherd

Geoff Skelton

Carol Wagner

Nona Storer - Volunteer Coordinator

New Committee Members: Amy Savoie and Carol Wagner joined the committee this year. Carol Wagner and Barbara Berrios will be leaving the committee. Frana Avery will be the new chair of Adult RE. Jamie Hinkle will continue as R.E. Chair through the 2011-2012 church school year.

Budgets

RE Committee: \$ 5,200.00
Young Adult: \$ 0.00
Adult RE: \$ 200.00

Average Sunday Attendance

Fall: 66 children 21 volunteers
Spring: 62 children 25 volunteers

Graduating Seniors: Katie Annand, Ben Bradbury-Koster, Keegan Bedinger, Ben Brown, Amy Butenhof, Tyler Cutler, Kyle Davidson, Tori Dubray, Sean Guidi, Peter Guidi, Andrea Lerude, Mariel McLeod, Jake Nutting, Nicholas Plante, Myles Salazar, Celina Wilt, Zachary Zalman

2010 – 2011 School Year Theme: Children Helping Children

Intergenerational Services

- **Water Service:** On the 11th of September, members of the congregation were invited to bring a sample of water from their summer experiences to share during the service. We also introduced and dedicated our Church School teachers.
- **Thanksgiving Service:** The Quiltmaker's Journey by Jeff Brumbeau was read by RE Committee members Carol Wagner, Jamie Hinkle and DRE, Chris Parker. This book was chosen to help kick-off a student-driven, adult-led service project. The story was present in three segments throughout the service. The year-long service project for the children was creating a quilt (see winter party below).
- **Flower Service:** RE members, Chris Parker and Jamie Hinkle read Mrs. Spitzer Garden by Edith Pattou while Geoff Skelton showed the pictures. During the flower service, congregants each brought a flower to share. Volunteer teachers were recognized for their contributions to the RE program and Jed Holland, director of the Youth Choir, was honored. Geraniums were offered to all the children and volunteers who have contributed time to the Adult and Youth RE programs. Graduating seniors were recognized with a small gift, as well.

Religious Education Committee

Annual Report 2010-2011

Special Events

- **Ice Cream Social:** After the second Sunday of church school, the congregation was invited to the White Wing play-yard for our second annual R.E. Ice Cream Social. The goal was to provide a sense of community which included the children and a chance to meet the teachers for the fall session.
- **Open Houses:** The RE Committee set up displays of curriculum materials to bring greater awareness to the UU RE offerings at both the Fall and Spring Open Houses.
- **Winter Party/Spring Party:** During the craft parties, children from kindergarten on up attended the early part of service and then gathered together in the auditorium. Crafts and snacks were made available to the children during both parties. In addition, children were invited to participate in service projects. During the Winter Party, they designed and decorated squares for two beautiful quilts to be given to the children of Camp Sunshine in Maine. At the Spring Party the children made origami cranes. The cranes were sold by RE committee members at coffee hour and generated \$40.55 for victims of the tsunami disaster in Japan.
- **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 Orientations:** Chris Parker meets with new teachers in the fall and spring to discuss classroom regulations and provide curriculum materials. Committee members are encouraged to attend these meetings.
- **Teacher Meetings:** conducted by Chris Parker to enable teachers to share their experiences and seek additional guidance as needed. The fall meeting focused on welcoming new families and the spring gathering on movement in the classroom, an in-service led by Deb Dubray.

Service Projects

- **Camp Sunshine** – two quilts were created for Camp Sunshine. The children designed and created quilt squares at the Winter Party, and a number of the older students helped sew the squares together at the Spring Party. Cindy Hudson and Kim Steele organized the project and finished the quilts.
- **UUA Japan Relief Fund** – At the Spring Party, children were invited to make origami cranes. These cranes were then sold at the following week's coffee hour and generated \$40.55 for victims of the tsunami disaster that hit Japan in March.
- **UNICEF Trick-or-Treat boxes** were distributed to students who collected \$120 for the charity.
- **Nashua Soup Kitchen:** The second grade class had a sleepover at the church and made 7 casseroles for the Soup Kitchen. Ingredients included 10lb of ground beef, 12lb macaroni, 5lbs of cheese and 12 jars of sauce. Children mixed it all up and put them in the pans. They delivered the casseroles and took a tour of the Soup Kitchen pantry following the sleepover. Melissa, the manager of the Soup Kitchen, said the casseroles were excellent and they fed over 135 people.
- **Humane Society:** 4th and 5th Grade took a field trip to the Humane Society to deliver dog food, cat food, toys and litter donated by the children and their families. (On the way back, they got some ice cream.)
- **Sr. High Service Projects** - Senior High donated \$113.75 to The Peace Abbey, \$179.50 to The Nashua Humane Society, and \$113.75 to the Nashua Homeless Shelter by selling gently used items donated by members of the congregation at the Winter Party.

Adult RE

- **UU101:** Steve Edington led an introductory course on Unitarian Universalism in the fall and again in the spring.
- **Small Group Ministry leaders:** Barbara Berrios, Laura Dwyer, Bob Keating, Hilary Keating, Barbara Spitz, and Ginger Hedges
- **Parents of Teens** – Support group facilitated by Lori Lerude.
- **Film Series: Many Paths, One Journey** – Food for Thought Thursday sessions led by Lori Lerude and Kim Steele sharing anti-oppression films they used in the 6th grade "Race to Justice" curriculum.
- **The Buddhist Meditation Group:** This group meets weekly and offers an open format for Buddhist walking and sitting meditation followed by facilitated discussions of dharma related books. Cynthia Schroer has coordinated this group since its inception. She is moving and Karen Fitzpatrick will be taking her place as coordinator and church member liaison.

Religious Education Committee Annual Report 2010-2011

Choir: Director Jed Holland

Jed invited any child who wanted to sing to join the Youth Choir. Adults and young adults in High School and older were welcome to join the Adult Choir.

New Curricula for next year:

- 5th/6th Grade - Bibleodeon
- 4th Grade – Free to Believe

| GRADE | LIASON | CURRICULUM/TEACHERS | |
|---------------------------|--------------------|---|---|
| | | Fall | Spring |
| Babies/Toddlers | Chris Parker | Sarah Stauff | Klaudia Yanushkevich Julia Fletcher |
| Preschool | Geoff Skelton | We Are Many, We Are One | |
| | | Dawn Cutler Tyler Cutler Andrea Lerude | Andrea Lerude Grant Lerude |
| Kindergarten | Carol Wagner | Treasure Hunting | |
| | | Ann Lederhos Devon George | Amy Butenhof Devon George |
| First Grade | Jamie Hinkle | Picture Book UU | |
| | | Jenn Morton Karen Murray Ben Pugh | Jenn Morton Cindy Hudson Courtney Cannava |
| Second Grade | Amy Savoie | Faithful Journeys | |
| | | Steve Griffis Mary Ellen Wessels Courtney Cannava | Jenn Morton Cindy Hudson Courtney Cannava |
| Third Grade | Jamie Hinkle | Moral Tales | |
| | | Cecil Bonvouloir Jim Bonvouloir Peter Guidi | Donna LaRue Bob Coulter Peter Guidi |
| Fourth-Fifth Grade | Laurie Conrad | Toolbox of Faith | |
| | | Donna LaRue Wayne Fletcher | Michelle Morrison Victoria Agnew |
| Sixth Grade | Laurie Conrad | Amazing Grace | |
| | | Dan Early Krista Early | Lori Lerude Kim Steele |
| Seventh-Eighth Grade | Carol Wagner | Our Whole Lives (O.W.L.) | |
| | | Billy Parker Ginger Hedges (Mentors) | Linda Donaldson-Guidi Andy Straussberg |
| Senior High – Youth Group | Mickeline Shepherd | Youth Group | |
| | | Mickeline Shepherd Chuck Rehberg | Steve Hedges Monica Staples |

Submitted by Jamie Hinkle, Chair of Religious Education Committee

**Clerk's Annual Report
June 9, 2011**

| | | |
|---|-----------------|-----------|
| New members joining since 10 June 2010 | | 20 |
| Frona Avery | Vanessa Abraham | |
| Jess Barkley | Marie Baizley | |
| Kurt Bellows | John Brobst | |
| Paul Cardone | Peggy Cardone | |
| Barry Chapman | Tabatha Chapman | |
| Susan Keegan | Nancy Klarman | |
| George (Judd) Lundberg | Sylvia Lundberg | |
| Gail Marchand | Robin Nash | |
| Matt Rogers | Anne Ryder | |
| Tammy Savoie | Dave Wilson | |

| | | |
|--|------------------|----------|
| Members to be removed by request: | | 6 |
| Anne Bergstresser | Don Bergstresser | |
| Craig Cleaveland | Diana Cleaveland | |
| Loretta Hubley | Kathleen Reinig | |

| | | |
|--------------------------|--------------|----------|
| Deceased Members: | | 5 |
| Louise Ekstrom | Joe Kabat | |
| Naomi Lyon | Ernie Miller | |
| Doyle Parker-Horvath | | |

| | | |
|---|-----------|----------|
| The following are being reported pursuant to Article 3.4* of the Bylaws for removal by vote of the membership: | | 3 |
| Diane Blake | Ric Blake | |
| Lin Lillingworth | | |

*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 as of 9 June 2011 | 346 |
|--|------------|

Respectfully submitted,

Hilary S. Keating
Clerk

**Unitarian-Universalist Church of Nashua, New Hampshire
Investment Review Committee Summary Report for Fiscal Year 2011**

OUR ENDOWMENT AND THE COMMITTEE

This has been a much better year than was last year for investments, and our Church is fortunate to have had an increase in our endowment, currently worth about \$3,616,300, up from about \$3,207,393 a year ago. We have still not completely recovered from the two very poor years; we had about \$4,100,000 at this time in 2007.

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 Board of Trustees, performance of the Church's invested funds. Former Treasurer Jon Lasselle, Treasurer of the Cemetery Association Russ Leonard, Joan Connacher, June Haskell, Kathy Grossman, John Brobst, and I make up the Committee. You will note two membership changes and an expansion of the Committee during the past year. June, Kathy, and John have been valuable additions to the Committee, although I am sorry that Carol Houde and Mike Wilt are no longer members.

Another change, with sadness in it, is the return of the principal of the late Louise Ekstrom's pension fund to the Church Fund, from which it was withdraw to establish Louise' pension.

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). The Church/Cemetery funds are comprised of bequests and accumulated gains, with 10.22% of the total belonging to the Cemetery. The Sarah M. Balcom Fund is held by the TD Bank 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 investment performance over the past five and ten years, turn to the last page of this report. The paragraphs that follow discuss our investment philosophy, with details of the funds, their composition, and their results.

OUR INVESTMENT POLICY AND RESULTS

A major change during the year was the decision, approved by the Board of Trustees, to hold only mutual and exchange traded funds instead of a mix of funds and individual securities. Advice from several sources, over several years, was that endowments of our size should not hold individual securities, and a study by Bank of America showed that over the past 10 years, we would have been 3.98% better off with funds rather than the holdings we had. Note that as a result of this change, our long-standing of not owing securities in the alcohol, gambling, and tobacco industries can no longer be followed, as we have no control over the composition of mutual funds.

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 increased by about 8.47%, partially reflecting the fact that we did not use all of the income that would have been available with a 4.5% withdrawal.

In converting to mutual funds, Bank of America will be selling our individual stocks and bonds as

appropriate opportunities arise, allocating the proceeds as described above. At present, the Church/Cemetery Fund still has about 22% invested in individual securities. The expenses of the mutual funds are included in the overall management fee we pay B of A; that is, we do not pay both metal fund fees and B of A's fees.

At present, 31% of the Church/Cemetery Fund is in fixed income securities (bonds, cash, the Minister's mortgage and the Community Loan Fund note) and the remaining 69% is in common stocks, convertible bonds, and equity mutual funds. Of the B of A managed Restricted Funds, 74.80% is fixed income, cash and equivalents, while 25.20% is in equity funds.

Our other major invested account, the Sarah M. Balcom Fund, is an irrevocable trust managed by the TD Bank Wealth Management Group for our benefit. As December 31, 2010, the fund was worth \$292,778 (\$272,418 a year earlier). We have no direct control over the investments in the fund, which under Federal regulations must annually distribute 5% of its principal. This year the net principal distribution we received was \$12,342, with net income of \$3,181 returned to principal. Since the fund's income does not equal the capital distribution, the principal of the fund will be slowly depleted unless capital gains make up the difference (as they did this year). The Committee is still considering what should be done to insure keeping the intent and memory of Sarah M. Balcom alive.

The two Boutwell Funds are held by the Unitarian-Universalist Association. The two funds were jointly worth \$29,327 as of December 31, 2009, (\$27,293 a year earlier), and gave us about \$1,700 of income. 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:

Several poor market years, both recently, and in the first part of the last decade, have afflicted our averages, which are still not meeting our return objectives; over five or ten year spans.

TOTAL RETURN HISTORY (percentages)

| FUND | FY11 | FY10 | FY09 | FY08 | FY07 | AVERAGES | |
|--|-------|-------|---------|-------|-------|----------|---------|
| | | | | | | 5 yrs. | 10 yrs. |
| CHURCH/CEMETERY | 22.12 | 20.19 | (18.24) | 0.47 | 15.51 | 8.01 | 5.03 |
| A. STEARNS (N/A in '08, '09, 10, or '11) | n/a | n/a | n/a | n/a | 8.55 | 4.75** | n/a |
| BALCOM * | 8.64 | 22.88 | (20.16) | 8.29 | 9.28 | 5.79 | 3.51 |
| BOUTWELL* | 13.68 | 27.66 | (25.35) | 17.51 | 10.00 | 8.70 | 5.24 |

* Figures are for calendar years. For the Balcom Fund net total return is shown, and does not include the now required five percent distribution of principal.

** Figure for the five years prior to 2008.

As previously mentioned, the last 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 current fee schedule charged by Bank of America is given below.

1.01% of first \$1, 000,000

0.63% of next \$2,000,000

0.48% of next \$2,000,000

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. From the Church/Cemetery Fund the Church received \$112,000, with \$7,752.57 going to the Cemetery, for a total of \$119,752.57. This is about 3.40% of the combined average market value of Church endowment fund during the year., and is less than would have been taken under the 4 or 4.5% 20 quarters policy we consider a prudent rate of withdrawal. But it does reflect 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 2011

Account Performance Summary as of April 30, 2011

| <u>INVESTMENT ACCOUNTS</u> | Market Value @5-31-10 | Market Value @ 5-31-11 | %Increase of Principal | % Yield (Net) | Time Weighted Total Return (Net) |
|--|---------------------------|---------------------------|---------------------------|------------------|--|
| <u>Bank of America:</u> Church/Cemetery | \$ 2,791,131 | \$ 3,294,195 | 5.14%* | 2.80% | 18.33% |
| <u>Banknorth:</u> Sarah Balcom Trust ** | \$ 272,418** | \$ 292,778** | 8.64% | 1.17%*** | 10.99% |
| <u>UUA</u> Boutwell funds** | \$ 22,771** | \$ 27,293** | 19.86% | 2.38% | 27.32% |
| <u>RESTRICTED ACCOUNTS</u> | Market Value @ 5-31-10 | Market Value @ 5-31-11 | | | |
| Bank of America: | \$ 103,402 | \$ 111,119 | 7.46% | 2.70% | 8.54% |

COMPARATIVE INDICES for FY END 5-31-11

| | % Total Return |
|--|-------------------|
| Dow Jones Industrial Average (30 Companies) | 27.30 % |
| S&P 500 Stock Average (500 Companies) | 25.95 % |
| Consumer Price Index (A measure of inflation.) | 3.20 % |

HISTORICAL PERSPECTIVE

S&P 500 Stock Average Performance for about 100 years: Average annual Total Return 9.2%
Consumer Price Index (Inflation Measure) over a long period: 3.1% increase per year.

*Reflects return to principal of the Louise Ekstrom pension fund.

** Figures are for calendar year 2010 and are not time weighted.

***The Balcom Trust is now required to distribute at least 5% of the total value, not included in this figure, which reflects net income only..

Introduction

Unitarian Universalist Church of Nashua, New Hampshire Proposed Budget for 2011/12

Michael Wilt, Treasurer

This proposed budget has been approved by the Board of Trustees to be recommended to the congregation. Some highlights of this budget include:

- Pledges continue to improve
- Outreach collections continue to improve
- We continue our commitment to being a fair share congregation
- Cost of living increases for our staff of 2%
- Significant increase in minister compensation recognizing our gratitude and respect for Steve, and also the need to transition to a fair compensation rate per UUA compensation guidelines.
- Minor adjustments based on experience and committee requests.

Summary

| | Budget 10/11 | Budget 11/12 |
|-------------------------|---------------------|---------------------|
| Income | | |
| 100 Questions | \$0 | \$1,500 |
| Coffee Hour | \$0 | \$250 |
| Total Endowment | \$124,000 | \$132,096 |
| Total Fund Raisers | \$14,625 | \$15,625 |
| Outreach Collections | \$25,200 | \$30,000 |
| Total Pledges | \$233,239 | \$238,000 |
| Simple Gifts Donation | \$420 | \$0 |
| User Fees | \$4,500 | \$6,500 |
| WW Contrib | \$23,000 | \$23,000 |
| Total Income | \$424,984 | \$446,971 |
| Carry forward | | |
| Property | | \$12,000 |
| YUUMI | | \$3,052 |
| Ferry Beach | | \$2,197 |
| New Total Income | | \$464,220 |
| Expense | | |
| Total Budgeted Outreach | \$950 | \$1,250 |
| Total Denomination | \$22,180 | \$22,790 |
| EB Discretionary Fund | \$1,300 | \$1,000 |
| Total Membership | \$26,418 | \$29,917 |
| Total Music | \$19,277 | \$20,063 |
| Total Operations | \$97,248 | \$96,237 |
| Outreach Disburse | \$25,200 | \$30,000 |
| Total Property | \$71,350 | \$82,750 |
| Total Public Relations | \$3,700 | \$4,000 |
| Total RE | \$47,451 | \$47,716 |
| Social Justice | \$750 | \$750 |
| Total Spiritual | \$111,469 | \$125,316 |
| Total Expense | \$427,293 | \$461,789 |
| Net Income | -\$2,309 | \$2,431 |

Unitarian Universalist Church of Nashua, New Hampshire

Profit & Loss Budget vs. Actual

June 2010 through May 2011

| | <u>Jun '10 - May 11</u> | <u>Budget 10/11</u> | Budget 11/12 | Budget notes |
|--------------------------------|-------------------------|---------------------|-------------------|--------------------|
| Income | | | | |
| 100 Questions | 1,363.75 | 0.00 | 1,500.00 | |
| Buddhist Meditation | 672.31 | 0.00 | 0.00 | |
| Coffee Hour | 297.08 | 0.00 | 250.00 | |
| Endowment | | | | |
| Restricted | | | | |
| Balcolm | 3,337.73 | 11,600.00 | 7,000.00 | |
| Boutwell | 376.87 | 400.00 | 400.00 | |
| Restricted - Other | 3,337.73 | | | |
| Total Restricted | 7,052.33 | 12,000.00 | 7,400.00 | |
| Unrestricted | 119,022.41 | 112,000.00 | 124,696.00 | per investment rev |
| Total Endowment | 126,074.74 | 124,000.00 | 132,096.00 | |
| Fund Raisers | | | | |
| Auction | 16,273.43 | 13,000.00 | 14,000.00 | plan small increas |
| Cal Libby Scholarship | -712.60 | 0.00 | 0.00 | |
| Fall cemetery clean-up | 1,500.00 | 1,500.00 | 1,500.00 | charge more? |
| Other Fund-raisers | 508.08 | 0.00 | 0.00 | |
| xmas ornaments | 0.00 | 125.00 | 125.00 | |
| Total Fund Raisers | 17,568.91 | 14,625.00 | 15,625.00 | |
| Outreach Collections | 29,564.32 | 25,200.00 | 30,000.00 | round number |
| Pledges | | | | |
| Early Pledges | 38,470.00 | 30,000.00 | 35,000.00 | more early |
| FY Pledges | 192,727.42 | 203,239.00 | 203,000.00 | |
| Late Pledges | 4,878.26 | | | |
| Total Pledges | 236,075.68 | 233,239.00 | 238,000.00 | pledge drive |
| Simple Gifts Donation | 0.00 | 420.00 | 0.00 | |
| Uncategorized Income | 775.22 | 0.00 | 0.00 | |
| User Fees | 6,546.61 | 4,500.00 | 6,500.00 | better |
| WW Contrib | 23,000.00 | 23,000.00 | 23,000.00 | same for now |
| Total Income | 441,938.62 | 424,984.00 | 446,971.00 | |
| Carry forward | | | 12,000.00 | for property |
| | | | 3,052.36 | for YUUMI |
| New Total Income | | | 462,023.36 | |
| Expense | | | | |
| Budgeted Outreach | | | | |
| GSOP | 750.00 | 750.00 | 750.00 | |
| Nashua Area Interfaith Council | 0.00 | 200.00 | 200.00 | |
| Soup Kitchen Food | 166.23 | 0.00 | 300.00 | |
| Total Budgeted Outreach | 916.23 | 950.00 | 1,250.00 | |
| Denomination | | | | |
| District | 5,100.00 | 5,100.00 | 5,100.00 | |
| UUA | 17,080.00 | 17,080.00 | 17,690.00 | 305*58, I get 297 |
| Total Denomination | 22,180.00 | 22,180.00 | 22,790.00 | |
| EB Discretionary Fund | 274.64 | 1,300.00 | 1,000.00 | |

Unitarian Universalist Church of Nashua, New Hampshire

Profit & Loss Budget vs. Actual

June 2010 through May 2011

| | <u>Jun '10 - May 11</u> | <u>Budget 10/11</u> | Budget 11/12 | Budget notes |
|-------------------------------|-------------------------|---------------------|------------------|----------------|
| Membership | | | | |
| Cardigan | 390.00 | | | |
| Committee Budget | 308.50 | 750.00 | 750.00 | |
| Coordinator | | | | |
| Health | 700.00 | 700.00 | 700.00 | |
| Retirement | 2,042.04 | 2,042.04 | 2,082.94 | |
| Salary | 20,420.92 | 20,421.00 | 20,829.42 | 2% increase |
| Taxes | 1,562.19 | 1,532.04 | 1,562.21 | |
| Total Coordinator | 24,725.15 | 24,695.08 | 25,174.57 | |
| Ferry Beach | 640.00 | | | |
| Leadership Devel | 0.00 | 240.00 | 240.00 | |
| Social Activities | 307.45 | 700.00 | 700.00 | |
| YUUMI | -3,052.36 | 0.00 | 3,052.36 | |
| Membership - Other | 0.00 | 33.26 | 0.00 | |
| Total Membership | 23,318.74 | 26,418.34 | 29,916.93 | |
| Music | | | | |
| Committee Budget | | | | |
| Babysitting | 473.66 | 800.04 | 800.04 | |
| Choir expenses | 103.00 | 100.00 | 100.00 | |
| Guest musician | 0.00 | 400.00 | 400.00 | |
| Octavos | 1,261.24 | 1,500.00 | 2,000.00 | |
| Organ/piano R&M | 1,117.08 | 1,100.00 | 1,100.00 | |
| Substitute Organist | 450.00 | 350.00 | 350.00 | |
| Total Committee Budget | 3,404.98 | 4,250.04 | 4,750.04 | |
| Director | | | | |
| Health | 0.00 | 700.00 | 700.00 | |
| Salary | 13,327.08 | 13,326.96 | 13,593.50 | 2% increase |
| Taxes | 1,019.52 | 999.96 | 1,019.51 | |
| Total Director | 14,346.60 | 15,026.92 | 15,313.01 | |
| Total Music | 17,751.58 | 19,276.96 | 20,063.05 | |
| Operations | | | | |
| Custodian | | | | |
| Health | 1,396.05 | 1,370.04 | 1,370.04 | |
| Retirement | 3,450.22 | 3,360.00 | 3,427.00 | |
| Salary | 34,502.98 | 33,598.08 | 34,270.04 | 2% increase |
| Taxes | 2,639.48 | 2,520.00 | 2,570.25 | |
| Custodian - Other | 0.00 | 0.00 | 0.00 | |
| Total Custodian | 41,988.73 | 40,848.12 | 41,637.34 | |
| Custodian Coverage | 77.50 | 800.04 | 800.04 | |
| Electricity | 7,531.59 | 7,500.00 | 8,000.00 | |
| Electronic Transaction Fees | 1,343.70 | 1,299.96 | 1,500.00 | |
| Gas | 13,910.44 | 15,000.00 | 15,000.00 | |
| Insurance | 9,798.00 | 12,000.00 | 11,000.00 | small decrease |
| Internet | 479.40 | 500.04 | 500.04 | |

Unitarian Universalist Church of Nashua, New Hampshire

Profit & Loss Budget vs. Actual

June 2010 through May 2011

| | <u>Jun '10 - May 11</u> | <u>Budget 10/11</u> | <u>Budget 11/12</u> | <u>Budget notes</u> |
|-------------------------------|-------------------------|---------------------|---------------------|---------------------|
| Janitorial Supplies | 2,123.19 | 2,500.00 | 2,500.00 | |
| Laundry | 1,184.30 | 1,000.00 | 1,000.00 | |
| Office machines | 627.04 | 2,000.00 | 1,000.00 | decrease |
| Office Supplies | 2,649.93 | 3,000.00 | 3,000.00 | |
| Payroll Service | 1,307.88 | 1,200.00 | 1,200.00 | |
| Pledge Drive | 750.67 | 600.00 | 600.00 | |
| Telephone | 1,485.79 | 2,000.04 | 1,500.00 | decrease |
| Trash removal | 1,970.83 | 2,499.96 | 2,000.00 | decrease |
| Water | 4,406.52 | 4,500.00 | 5,000.00 | increase |
| Total Operations | 91,635.51 | 97,248.16 | 96,237.42 | |
| Outreach Disburse | 26,718.29 | 25,200.00 | 30,000.00 | match collections |
| Property | | | | |
| Alarm Systems | 1,241.00 | 999.96 | 999.96 | |
| Building Inspections | 425.00 | 1,500.00 | 500.00 | |
| Cleaning Services | 350.00 | 1,599.96 | 1,000.00 | decrease |
| Elevator | 984.03 | 1,500.00 | 1,000.00 | decrease |
| Equipment | 192.96 | | | |
| False Alarms | 125.00 | 250.00 | 250.00 | |
| Groundskeeping | 2,835.13 | 3,000.00 | 3,000.00 | |
| Heating and Plumbing | 386.30 | | | |
| Major maintenance | 45,367.00 | 55,000.00 | 68,000.00 | large increase car |
| Repairs | 434.82 | | | |
| Snow Removal | 7,090.00 | 7,500.00 | 8,000.00 | small increase |
| Total Property | 59,431.24 | 71,349.92 | 82,749.96 | |
| Public Relations | | | | |
| Advertising | 1,991.21 | 3,699.96 | 4,000.00 | increase requeste |
| Public Relations - Other | 238.85 | | | |
| Total Public Relations | 2,230.06 | 3,699.96 | 4,000.00 | |
| RE | | | | |
| Adult RE | 191.59 | 200.00 | 200.00 | |
| Committee Budget | | | | |
| Appreciation | 420.74 | 800.00 | 800.00 | |
| Childcare | 0.00 | 50.00 | 50.00 | |
| Curriculum/Books | 929.07 | 750.00 | 750.00 | |
| Events | 83.70 | 500.00 | 500.00 | |
| JR High OWL | 142.25 | 400.00 | 400.00 | |
| RE Outreach | 55.74 | 250.00 | 250.00 | |
| Refreshments | 582.91 | 300.00 | 300.00 | |
| Senior High | 643.66 | 700.00 | 700.00 | |
| Supplies | 902.58 | 700.00 | 700.00 | |
| Training | 450.00 | 800.00 | 800.00 | |
| Total Committee Budget | 4,210.65 | 5,250.00 | 5,250.00 | same budget |
| DRE | | | | |
| Health | 543.27 | 700.00 | 700.00 | |
| Prof Exp | 1,904.32 | 3,000.00 | 2,500.00 | decrease split diff |
| Retirement | 3,259.62 | 3,260.04 | 3,324.79 | |

Unitarian Universalist Church of Nashua, New Hampshire

Profit & Loss Budget vs. Actual

June 2010 through May 2011

| | <u>Jun '10 - May 11</u> | <u>Budget 10/11</u> | <u>Budget 11/12</u> | <u>Budget notes</u> |
|--------------------------|-------------------------|---------------------|---------------------|---------------------|
| Salary | 32,595.94 | 32,595.96 | 33,247.88 | 2% increase |
| Taxes | 2,493.60 | 2,445.00 | 2,493.59 | |
| Total DRE | 40,796.75 | 42,001.00 | 42,266.26 | |
| Total RE | 45,198.99 | 47,451.00 | 47,716.26 | |
| Social Justice | 277.59 | 750.00 | 750.00 | |
| Spiritual | | | | |
| Babysitters | | | | |
| Sal | 532.87 | | | |
| Salary | 1,686.04 | 2,000.00 | 2,500.00 | |
| Taxes | 94.09 | 150.00 | 187.50 | |
| Total Babysitters | 2,313.00 | 2,150.00 | 2,687.50 | |
| Coffee Hour | 1,253.46 | 1,000.00 | 1,500.00 | |
| Flowers | 1,359.40 | 1,700.04 | 1,500.00 | |
| Minister | | | | |
| Health | 6,386.58 | 9,500.04 | 14,304.00 | More with Michelle |
| Prof Exp | 4,190.55 | 4,500.00 | 4,500.00 | |
| Retirement | 7,904.00 | 7,912.92 | 8,704.74 | |
| Salary/Housing | 79,134.12 | 79,134.00 | 87,047.40 | 10% increase |
| Taxes | 0.00 | 0.00 | 0.00 | |
| Transportation | 3,124.80 | 3,132.00 | 3,132.00 | |
| Total Minister | 100,740.05 | 104,178.96 | 117,688.14 | |
| Minister Discretionary | 1,143.02 | 2,000.04 | 1,500.00 | decrease |
| Worship & Services | 182.16 | 440.00 | 440.00 | |
| Total Spiritual | 106,991.09 | 111,469.04 | 125,315.64 | |
| WW Payroll | 0.00 | 0.00 | 0.00 | |
| Total Expense | 396,923.96 | 427,293.38 | 461,789.26 | |
| Net Income | 45,014.66 | -2,309.38 | 234.10 | |

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2010 through May 2011

| | <u>\$ Over Budget</u> | |
|--------------------------------|-----------------------|---|
| Income | | |
| 100 Questions | 1,363.75 | Not budgeted |
| Buddhist Meditation | 672.31 | Not budgeted |
| Coffee Hour | 297.08 | Not budgeted |
| Endowment | | |
| Restricted | | |
| Balcolm | -8,262.27 | |
| Boutwell | -23.13 | |
| Restricted - Other | | |
| Total Restricted | <u>-4,947.67</u> | |
| Unrestricted | 7,022.41 | |
| Total Endowment | <u>2,074.74</u> | Extra from endowment (throw back) |
| | | |
| Fund Raisers | | Adjustments |
| Auction | 3,273.43 | |
| Cal Libby Scholarship | -712.60 | |
| Fall cemetery clean-up | 0.00 | |
| Other Fund-raisers | 508.08 | |
| xmas ornaments | -125.00 | |
| Total Fund Raisers | <u>2,943.91</u> | Good auction |
| | | |
| Outreach Collections | 4,364.32 | Good outreach collections |
| Pledges | | |
| Early Pledges | 8,470.00 | |
| FY Pledges | -10,511.58 | |
| Late Pledges | | |
| Total Pledges | <u>2,836.68</u> | Good pledge receipts, electronic for May not in y |
| | | |
| Simple Gifts Donation | -420.00 | Didn't come in |
| Uncategorized Income | 775.22 | Surprise income |
| User Fees | 2,046.61 | Good user fees |
| WW Contrib | 0.00 | 16954.62 |
| Total Income | <u>16,954.62</u> | Total income over budget |
| Carry forward | | |
| | | |
| New Total Income | | |
| | | |
| Expense | | |
| Budgeted Outreach | | Total Budgeted Outreach |
| GSOP | 0.00 | EB Discretionary Fund |
| Nashua Area Interfaith Council | -200.00 | Total Membership |
| Soup Kitchen Food | 166.23 | Total Music |
| Total Budgeted Outreach | <u>-33.77</u> | Should pay Nashua Ar Total Operations |
| | | |
| Denomination | | Outreach Disburse |
| District | 0.00 | Total Property |
| UUA | 0.00 | Total Public Relations |
| Total Denomination | <u>0.00</u> | Total RE |
| | | |
| EB Discretionary Fund | <u>-1,025.36</u> | Did not spend all of it Social Justice |

Unitarian Universalist Church of Nashua, New Hampshire

Profit & Loss Budget vs. Actual

June 2010 through May 2011

| | <u>\$ Over Budget</u> | |
|-------------------------------|-----------------------|---|
| Membership | | Total Spiritual |
| Cardigan | | |
| Committee Budget | -441.50 | Adjustments |
| Coordinator | | |
| Health | 0.00 | |
| Retirement | 0.00 | |
| Salary | -0.08 | |
| Taxes | 30.15 | |
| Total Coordinator | <u>30.07</u> | |
| Ferry Beach | | |
| Leadership Devel | -240.00 | |
| Social Activities | -392.55 | |
| YUUMI | -3,052.36 | YUUMI- their money, we just hold it |
| Membership - Other | -33.26 | |
| Total Membership | <u>-3,099.60</u> | Mostly YUUMI- their money, not ours |
| Music | | |
| Committee Budget | | |
| Babysitting | -326.38 | Probably not charged to music correctly |
| Choir expenses | 3.00 | |
| Guest musician | -400.00 | Not used |
| Octavos | -238.76 | |
| Organ/piano R&M | 17.08 | |
| Substitute Organist | 100.00 | |
| Total Committee Budget | <u>-845.06</u> | |
| Director | | |
| Health | -700.00 | Not used |
| Salary | 0.12 | |
| Taxes | 19.56 | |
| Total Director | <u>-680.32</u> | |
| Total Music | <u>-1,525.38</u> | Jed's health benefit not used, music under budg |
| Operations | | |
| Custodian | | |
| Health | 26.01 | |
| Retirement | 90.22 | |
| Salary | 904.90 | |
| Taxes | 119.48 | |
| Custodian - Other | 0.00 | |
| Total Custodian | <u>1,140.61</u> | Some part of user fees goes to Sandy |
| Custodian Coverage | -722.54 | |
| Electricity | 31.59 | |
| Electronic Transaction Fees | 43.74 | |
| Gas | -1,089.56 | Lucky with gas |
| Insurance | -2,202.00 | Cheaper insurance |
| Internet | -20.64 | |

Unitarian Universalist Church of Nashua, New Hampshire

Profit & Loss Budget vs. Actual

June 2010 through May 2011

| | <u>\$ Over Budget</u> | |
|-------------------------------|-----------------------|--|
| Janitorial Supplies | -376.81 | |
| Laundry | 184.30 | |
| Office machines | -1,372.96 | Nothing expensive this year |
| Office Supplies | -350.07 | |
| Payroll Service | 107.88 | |
| Pledge Drive | 150.67 | |
| Telephone | -514.25 | Cheaper than expected |
| Trash removal | -529.13 | Cheaper than expected |
| Water | -93.48 | |
| Total Operations | -5,612.65 | Many savings- insurance, gas, telephone, trash |
| Outreach Disburse | 1,518.29 | Still need to distribute chalice lighters after sund |
| Property | | |
| Alarm Systems | 241.04 | |
| Building Inspections | -1,075.00 | |
| Cleaning Services | -1,249.96 | |
| Elevator | -515.97 | |
| Equipment | | |
| False Alarms | -125.00 | |
| Groundskeeping | -164.87 | |
| Heating and Plumbing | | |
| Major maintenance | -9,633.00 | |
| Repairs | | |
| Snow Removal | -410.00 | |
| Total Property | -11,918.68 | Not all used this year |
| Public Relations | | |
| Advertising | -1,708.75 | |
| Public Relations - Other | | |
| Total Public Relations | -1,469.90 | Not all used this year |
| RE | | |
| Adult RE | -8.41 | |
| Committee Budget | | |
| Appreciation | -379.26 | |
| Childcare | -50.00 | |
| Curriculum/Books | 179.07 | |
| Events | -416.30 | |
| JR High OWL | -257.75 | |
| RE Outreach | -194.26 | |
| Refreshments | 282.91 | |
| Senior High | -56.34 | |
| Supplies | 202.58 | |
| Training | -350.00 | |
| Total Committee Budget | -1,039.35 | Not all used this year |
| DRE | | |
| Health | -156.73 | |
| Prof Exp | -1,095.68 | Not all used this year |
| Retirement | -0.42 | |

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
 June 2010 through May 2011

| | <u>\$ Over Budget</u> | |
|-------------------------------|-------------------------|---|
| Salary | -0.02 | |
| Taxes | 48.60 | |
| Total DRE | <u>-1,204.25</u> | |
| Total RE | -2,252.01 | Chris prof exp, committee budget |
| Social Justice | -472.41 | Not all used this year |
| Spiritual | | |
| Babysitters | | |
| Sal | | |
| Salary | -313.96 | |
| Taxes | -55.91 | |
| Total Babysitters | <u>163.00</u> | |
| Coffee Hour | 253.46 | |
| Flowers | -340.64 | |
| Minister | | |
| Health | -3,113.46 | Cheap this year, next year will be more |
| Prof Exp | -309.45 | |
| Retirement | -8.92 | |
| Salary/Housing | 0.12 | |
| Taxes | 0.00 | |
| Transportation | -7.20 | |
| Total Minister | <u>-3,438.91</u> | 13509.18 1.129673 |
| Minister Discretionary | -857.02 | |
| Worship & Services | -257.84 | |
| Total Spiritual | <u>-4,477.95</u> | Mostly Steve's health |
| WW Payroll | 0.00 | |
| Total Expense | <u>-30,369.42</u> | |
| Net Income | <u><u>47,324.04</u></u> | |

Unitarian Universalist Church of Nashua, New Hampshire

Profit & Loss Budget vs. Actual

June 2010 through May 2011

Income

| | | |
|------------------------|----------|---|
| 100 Questions | 1,363.75 | Not budgeted |
| Buddhist Meditation | 672.31 | Not budgeted |
| Coffee Hour | 297.08 | Not budgeted |
| Endowment | 2074.74 | Extra from endowment (throw back) |
| Restricted | 2,943.91 | Good auction |
| Balcolm | 4,364.32 | Good outreach collections |
| Boutwell | 2,836.68 | Good pledge receipts, electronic for May not in yet |
| Restricted - Other | -420.00 | Didn't come in |
| Total Restricted | 775.22 | Surprise income |
| Unrestricted | 2,046.61 | Good user fees |
| Total Endowment | 16954.62 | |
| | | |
| Fund Raisers | 8470 | Early pledge payments carry forward |
| Auction | -8421.64 | Electronic payments |
| Cal Libby Scholarship | 16906.26 | Net Income over budget |
| Fall cemetery clean-up | | |
| Other Fund-raisers | | |
| xmas ornaments | | |
| Total Fund Raisers | | |
| | | |
| Outreach Collections | | |
| Pledges | | |
| Early Pledges | | |
| FY Pledges | | |
| Late Pledges | | |
| Total Pledges | | /et |
| | | |
| Simple Gifts Donation | | |
| Uncategorized Income | | |
| User Fees | | |
| WW Contrib | | |
| Total Income | | |
| Carry forward | | |

New Total Income

Expense

| | | |
|--------------------------------|------------|--|
| Budgeted Outreach | -33.77 | Should pay Nashua Area Interfaith Council |
| GSOP | -1,025.36 | Did not spend all of it |
| Nashua Area Interfaith Council | -3,099.60 | Mostly YUUMI- their money, not ours |
| Soup Kitchen Food | -1,525.38 | Jed's health benefit not used, music under budget |
| Total Budgeted Outreach | -5,612.65 | Many savings- insurance, gas, telephone, trash |
| | | |
| Denomination | 1,518.29 | Still need to distribute chalice lighters after sunday |
| District | -11,918.68 | Not all used this year |
| UUA | -1,469.90 | Not all used this year |
| Total Denomination | -2,252.01 | Chris prof exp, committee budget |
| | | |
| EB Discretionary Fund | -472.41 | Not all used this year |

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2010 through May 2011

Salary
Taxes
Total DRE

Total RE

Social Justice
Spiritual

Babysitters
Sal
Salary
Taxes
Total Babysitters

Coffee Hour
Flowers
Minister
Health
Prof Exp
Retirement
Salary/Housing
Taxes
Transportation
Total Minister

Minister Discretionary
Worship & Services
Total Spiritual

WW Payroll
Total Expense

Net Income

Nomination Committee Report for 2011 Annual Meeting of the Unitarian-Universalist Church of Nashua

| Office | Current Officeholder | 1st Year in Office | Years in Office | Current Term | Year in Term | Term Expires | Status in 2011 | Proposed Action |
|--|------------------------|----------------------|-------------------------|--------------|--------------|--------------|----------------|-----------------|
| Board of Trustee Officers | | | 1 2 3 4 5 6 7 8 9 0 1 2 | | | | | |
| | President | Ellen Fisher | 2011 | | | | | |
| | Vice President | John Burkitt | 2011 | | | | | |
| | Clerk | Hilary Keating | 2008 | | | | | |
| | Treasurer | Mike Wilt | 2006 | | | | | |
| | Asst. Treasurer | Phil Brown | 2008 | | | | | |
| | Asst. Treasurer | Jim Bonvouloir | 2010 | | | | | |
| Board of Trustees (3 term limit, 3 year term) | | | | | | | | |
| | At Large #1 | Jenn Morton | 2010 | | | | | |
| | At Large #2 | Rosalie Kuehn | 2010 | | | | | |
| | At Large #3 | David Golden | 2007 | | | | | |
| | At Large #4 | Adrian George | 2010 | | | | | |
| | At Large #5 | Kathleen Griffis | 2011 | | | | | |
| | At Large #6 | Stephanie Ballentine | 2010 | | | | | |
| | At Large #7 | David Hudson | 2010 | | | | | |
| | At Large #8 | Donna LaRue | 2009 | * | | | | |
| | At Large #9 | Mary Licking | 2011 | | | | | |
| Nominating Committee (2 term limit, 3 years per term) | | | | | | | | |
| | Member #1 | Ellen McCormick | 2007 | | | | | |
| | Member #2 | Carol Houde | 2006 | | | | | |
| | Member #3 | Chip McGee | 2010 | | | | | |
| | Member #4 | Henry Zalman | 2011 | | | | | |
| | Liaison | Ellen Fisher | N/A | | | | | |
| | Liaison | Hilary Keating | N/A | | | | | |
| Financial Records Review Committee (2 year terms, no term limits) | | | | | | | | |
| | Member #1 | David Robbins | 2010 | | | | | |
| | Member #2 | Steve Hedges | 2006 | | | | | |
| Nashua Cemetery Committee (3 year terms, no limits. Chair elected by committee, 1 year term, 3 term limit.) | | | | | | | | |
| | Trustee #1 | Dick Widhu | 1999 | | | | | |
| | Trustee #2 | Mary Jo Cannarella | 2010 | | | | | |
| | Trustee #3 | Sue Chadwick | 2007 | | | | | |
| | Treasurer | Russ Leonard | 2006 | | | | | |

Note: Lance Pratt is nominated for the At Large position currently filled by Rosalie Kuehn since she is being nominated to fill the Clerk position.

* Donna Larue was remnistaed last year under the previous by laws.

Nashua Cemetery Association
FY 2010 - 2011 Report

| Checking Account Transactions | FY 2010-11 |
|--------------------------------------|--------------------------|
| Beginning Balance 6/1/10 | \$ 13,444.68 |
| Income | |
| Invested Funds | \$ 7,752.56 |
| Sales | \$ - |
| Donation | \$ 75.00 |
| Liquidation of Principal | |
| Total | \$ 7,827.56 |
| Expenses | |
| Labor | \$ 6,720.00 |
| Supplies | \$ 370.80 |
| Equipment | \$ 404.60 |
| Marker Engraving | \$ - |
| Major Maintenance | \$ 2,050.00 |
| Special Clean Up | \$ 1,500.00 |
| Total | \$ 11,045.40 |
| Excess over Expenses | \$ (3,217.84) |
| Ending Balance 5/31/11 | \$ 10,226.84 |
| ASSETS | |
| Cemetery Grounds | Unkown |
| Invested Funds Percentage | 10.22% |
| Value of Cemetery Funds 5/31/2010 | \$ 336,666.68 |
| Checking | \$ 10,226.84 |
| Total | \$ 346,893.52 |

Annual Report of the Denominational Connections Committee
2010-2011

Members: Susan Chadwick, Mary Licking (Chair), John Sanders
Budget: Zero (0) dollars

The activities of the 2011 Denominational Connections Committee (DC) involved advising the congregation on an issue related to General Assembly (GA), advising the Social Justice Committee on a potential Outreach Collection recipient, publicizing the DC's activities to the congregation, and recruiting delegates for the Northern New England District (NNED) Annual Meeting and the Unitarian Universalist Association (UUA) GA.

In September 2010, UUNashua forwarded to me an e-mail saying: "The Unitarian Universalist Association Board of Trustees is looking for input on how GA 2012 in Phoenix, Arizona, will look. We want to know your questions, concerns, and opinions..." and indicated congregations must respond on short suspense. GA attendees in Arizona should devote their time to the immigration issue, appeared to be the idea some were promoting. My response indicated that the UUA has serious issues of its own that must be tended to at GA (the one time in the year the UUA meets as a whole). To get distracted from that task would not be helpful to the UUA.

In January 2011, during a UUNashua church service, the Outreach Collection subcommittee of the Social Justice Committee asked for recipient suggestions. The DC recommended the NNED Chalice Lighter Program which helps designated congregations with growth and development needs. An application for the Collection was completed by DC at the request of the Social Justice Committee. The scheduled month for the Collection was May. John Sanders gave the five minute descriptive speech before the congregation on May 1st. He mentioned that our congregation is one of 75 within the Northern New England District and many of those congregations need our help. Many are small, not as well endowed as ours is, do not own a building, and struggle to meet expenses. He spoke of the Chester, Vermont congregation, the first grant recipient of 2010 - 2011, that is upgrading the Chester meetinghouse to meet modern requirements. The second grant recipient of 2010 - 2011, announced February 15th, 2011, is the Unitarian Universalist Fellowship of Stowe, Vermont, a young and growing congregation that just hired a consulting minister.

A DC coffee hour table was set up after the March 13th, 2011 service. Also, a DC article ran in the March 2011 UUNashua newsletter. The purpose of these efforts was to inform members of the Committee's operations and to recruit delegates for 2011 NNED and 2011 GA. In the May 2011 newsletter, DC's article publicized a May 1st meeting that would allow the congregation to communicate with the GA delegates on the agenda issues.

The DC approved and recommended to UUNashua the appointment of five (5) lay delegates for the 2011 NNED. All five registered and paid the fee for the event, and four

(4) – Ellen Fisher, Laurie Goodman, Mary Licking, and John Sanders - signed in as lay delegates and Reverend Steve Edington signed in as the ministerial delegate at the event site (Red Jacket Inn at North Conway, NH) to qualify for service at the NNED Annual Meeting on April 2nd, 2011.

At the NNED Annual Meeting, John Sanders was elected to a two year term on the NNED Nominating Committee. This term will follow the three year term he is just completing as the President and member of the NNED Board of Directors. He is a past President of the NH-VT District. John is serving a term as President of the District Presidents Association.

UUNashua is allowed seven (7) lay delegates for the UUA General Assembly, to be held June 22 – 26, 2011. For GA, this is the first year there is the option of offsite delegate service if a congregation cannot fulfill its slate. The Committee approved and recommended to UUNashua the appointment of five (5) onsite (at Charlotte, North Carolina) delegates and two (2) offsite delegates who applied by the May 1st deadline. The May 1st meeting involving the UUNashua delegates and the congregation was attended by two members who had applied for offsite delegate status and one congregational member. Registered delegates from UUNashua who could not attend provided their contact information to facilitate communication with members who attended. UUNashua submitted, for use in the GA virtual banner parade, a photo of the UUNashua banner flanked by the UUNashua off-site delegates. Frank Grossman was the photographer.

Another activity involving UUNashua and the NNED is worth mentioning. In the December 2010 edition of Northern Lights, the newsletter of the NNED, appeared an article entitled, A Multigenerational Trip to DC. Authored by Monica Staples, a member and Youth Advisor of UUNashua, the article discussed the bus trip originating from the UUNashua congregation to attend the Rally to Restore Sanity and/or Fear in Washington DC on Saturday, October 30th, 2010. The article's accompanying picture featured 29 participants.

Reverend Steve Edington has announced his retirement for 2012. As a member of the Committee for the past seven years and the past eight district meeting seasons, I can say Steve has been a great friend and conscientious facilitator of the Committee's business. He has entertained questions, given good advice, passed along concerns related to DC, and seen that delegate recommendations were acted upon in advance of deadlines. Best wishes to Steve for a great final year at UUNashua and happiness in retirement.

Respectfully submitted,

//original signed//

Mary Licking, Chair

Financial Records Review Committee Annual Report

2010-2011 Church Year

Financial Records Review Committee (FRRC) Members: Steve Hedges, David Robbins

A review of the financial records of the UU Church of Nashua was conducted on May 18, 2011, with Steve Hedges and Mike Wilt (Church Treasurer) in attendance. Similar financial record reviews of White Wing and the Cemetery Association were held on May 23 and May 29, respectively. In attendance at the White Wing review were Steve Hedges, Deb Castonguay (White Wing Director), Joyce Bedard (White Wing Treasurer) and Kate O'Shea (White Wing Chair). The Cemetery Association review was handled electronically between Steve Hedges, David Robbins and Russ Leonard (Cemetery Association Treasurer). 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.

UU Church of Nashua

As in previous reviews, it was clear 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 two Assistant Treasurers, Phil Brown and Jim Bonvouloir, Mike maintains the church's accounting, transaction and payroll processes using an automated approach that minimizes human error and facilitates independent audits or reviews. The Treasurer uses QuickBooks to keep track of the church's finances, allowing 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.

The FRRC reviewed the Treasurer's comparison statement that provides an itemized accounting of income and expenses relative to church's annual budget. The committee's assessment is that the statement is structured in a way that allows the Executive Board and the Congregation to clearly see the total costs associated with each functional aspect of the Church, including Operations, Property, Music, Religious Education, and Spiritual/Ministry. The FRRC conducted spot checks of the paper and/or electronic records of several random transactions. All records reviewed were accurate, well organized and easily validated.

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 income comes from tuition and their major annual expense is payroll. Similar to the process used to assess the church's financial records, the FRRC reviewed White Wing's year-to-date Profit & Loss Comparison Statement. The record-keeping methodology was improved this year in that better accounting of fundraising and how the resulting proceeds (e.g. scholarships) were expended.

Similar to the process applied to the review of Church finances, the FRRC conducted spot checks of the electronic transaction record and verified them against paper invoices and receipts. The filing of paper records of invoices, payments, bank statements, etc. were found to be well-organized and paper records that matched spot-checked electronic transactions were quickly located by the Treasurer. White Wing periodically backs up the QuickBooks data files and backups are periodically stored offsite for security reasons (i.e. in case of fire). 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 FRRC 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.

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 FRRC. Without exception, everyone was extremely open, accommodating and supportive of the process. Special thanks go to Mike Wilt, Deb Castonguay, Joyce Bedard, Kate O'Shea and Russ Leonard.

Respectfully Submitted:

Steve Hedges

David Robbins

Membership Committee, 2010/11

The Membership Committee has focused on our basic functions this year, some of which are listed below.

Newcomers Table. Joan Connacher has been organizing volunteers for each Sunday during coffee hour who are available at the *Newcomers Table* to answer questions and provide literature to inquiring visitors. This is our formal way of reaching out to visitors who wish to learn more about our church.

Super Greeters. Tonia Chase has been organizing volunteers for each Sunday at the start and end of church service who pay special attention to new visitors, welcoming them and offering to introduce them to other folks in our congregation. While we hope everyone will notice and greet visitors, these volunteers are especially so oriented.

Pictorial Directory. Sherri Woolsey has accepted ideas from several of us for enhancing our *Members and Friends* church directory to make it more effective as a means for fostering fellowship, by including additional contact information (as each member may wish) and a black-and-white photo.

Gordie Calkins
Tonia Chase
Joan Connacher
Sue Fortier
Kim Hicks
Jim Kociuba
David Robbins
Fred Shirley
Barbara Spitz
Sherri Woolsey

Unitarian Universalist Church of Nashua, NH

Music Program 2010-2011

Jared (Jed) Holland led two choirs this year. The adult choir has continued to thrive, and involves a large number of church friends and members, totaling 40 singers, 3 of whom are new to the church this year, and 5 others new to the choir. The youth choir, which involves very young children up through about 8th grade, fluctuates in the number of children attending. The youth choir sang 11 times this year, including twice with the adult choir. The adult choir sang for 28 services, and will be singing at the annual meeting. Non-choir members of the congregation joined us for the early Christmas Eve service, as well as 3 Greater Choir opportunities.

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.

Last year, to accommodate our large choir, we moved our rehearsal space to the chapel and began using the room next to the chapel as our music office. This is working very well, and the property committee has continued to assist us with any facility modifications we request.

In keeping with our continuing goal of providing more ways for congregation members and friends to contribute musically, we have continued the “Greater Choir” and asked more guest musicians to perform. The Greater Choir lets interested congregation members join the choir for one Sunday at a time without committing to Wednesday evening rehearsals. We haven’t had large turnouts, but there are usually a couple extra folks, a few of whom have since joined the adult choir.

To help with our goal of engaging children and congregation musically, Jed has been leading the Morning Song of Gladness to start off most Sunday morning services.

Jed led the congregation in singing songs for the Peace Pole dedication on September 19th.

We had great participation by over 60 guest musicians to provide special music other than the normal choirs, for a total of 18 services. John Burkitt has continued coordinating with the large number of special musicians.

A wonderful accomplishment was the second coming of “The Biggest Crazy UU Band That Ever Was (in Nashua at least)”. This song brought together the talents of many church members of all ages, and they all pulled together to do a fabulous job playing and singing a rousing version of “Down By The Riverside” and “Enter, Rejoice and Come In “! This band helped kick off the pledge drive for the Stewardship committee.

We continue to use electronic methods of communication. We are using Facebook, the UU network, the church website, and YouTube. We have continued to post audio recordings of our

services on the website, and have begun adding some video content, including a YouTube presence.

We created a music service in May. We learned that we overscheduled the service, so it was too long, but it seemed well-received regardless!

Printed Music/Folders

Happily, we continue to have good participation in our choirs! We continue to order music and folders for 40 adult choir members. We reduced the number of pieces of music ordered for the youth 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: Woody Guthrie singers Dan Murphy, Harry Purkhiser, and Kathy Grossman, with John Burkitt on bass and Jed on piano; Suellen Davidson on vocals, flute, clarinet; Gillian Hinkle on flute and piccolo; vocalists Cynthia Schroer, Jamie Reifsnnyder, Sarah Chadwick, Joan Storey and her daughter Alexandra Socha, Tina Marshman, Kathy Griffis, John Burkitt; Dan Murphy on guitar, vocals, organ; Kathy Grossman on trombone and vocals; band members John Burkitt, Dan Murphy, and Geoff Goodell; saxophonists Jordan Murphy and Stephen Herring; French horn players Peter Guidi; recorder players Thomas and Maggie Woolsey; drummer Ben Morton; brass sextet Bruce Cleaveland and Bruce Dye on trumpet, Peter Guidi and Lori Lerude on French horn, Ben Bate on baritone, and Kathy Grossman on trombone; Sutton Bradbury-Koster on djembe drum; dulcimer player Jim Woolsey; Jenny Grossman trombone player; Hannah Bate assisted the youth choir; Mattsen Bradbury-Koster conducted the youth choir; and talented members too numerous to mention here who participated in the Biggest Crazy UU Band That Ever Was (in Nashua at least) and in the music service.

Instrument Repairs/Maintenance

The organ had 2 tunings/repairs, the sanctuary piano had 2 tunings, the choir room electronic piano has been working well, and the sanctuary humidifier system is being maintained. We had some repairs done to the rectifier in the organ.

Review of Music Budget 2009-2010

We continue to have our biggest expense of printed sheet music for the choir, due mostly to the large choir membership. Jed has paid for 4 substitutes, and no outside guest musicians. We ordered only two pieces of youth choir music, and we repeated many of our favorite songs throughout the year, so we have kept our expenses down in these ways.

Requests

We would like to have our budget increased by \$600 to help buy sheet music for the continuing large number of adult choir members. We have been compensating for the larger numbers of members by ordering fewer pieces of new music, and sometimes writing our own music, but we would like to be able to order one new piece of music per month for our music library. Each new piece costs approximately \$100, and our current budget allows us to purchase about 4 or 5, so the requested increase would allow us to purchase 10, averaging 1 per month.

Goals for 2010-2011

To continue 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.

To find even more ways for church members and friends to contribute musically to the life of the church.

To find more ways to make services musically engaging for the children.

To improve the sanctuary sound system.

Personnel Committee Annual Report June 2011

When the present personnel committee formed five years ago, we recognized that there were several 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.

The next phase was started in the spring of our second full 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, but a year later 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, several 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 resubmitted the handbook for acceptance by the Executive Board. The Executive Board approved the Personnel Policy Handbook at their June 2009 meeting, and it was added to the church web page.

We continue to be active in clarifying personnel issues, with both our staff and the part-time positions of Coffee Crew and Baby Sitters, which occasionally develop. We are currently working on job descriptions/guidelines/policies for our baby sitters.

During budget preparation time, we continue to make salary recommendations for the following year. Cost of living increases have been based upon the same adjustment made by the Social Security Administration. We also have recommended additional increases to bring some salaries more in line with the UUA recommendations for experienced staff members. At this point, staff salaries are in line with UUA recommendations, except for the minister's salary.

The minister's compensation is well below the level recommended for experienced ministers serving churches of our size. While we are all appreciative of the savings, we realize that we are establishing a reputation for underpaying our minister. The concern is that, now that Steve has set a date for his retirement, many qualified candidates will not want to be considered as his replacement. The budget for 2010 – 2011 did contain a significant increase in the minister's salary, although that increase was helped by shifting existing compensation from a benefit to his reportable salary. We have recommended a similar increase for 2011 – 2012.

Jon Lasselle

Karen Leonard

Ellen McCormick

Harry Purkhiser

Mary Beth Restivo

2010-2011 Public Relations Committee Report

The 2010-2011 church year has been a productive one for the Public Relations Committee as we continue to work with the other committees to achieve all of the objectives of the Strategic Vision for 2018. Objective II (keeping the greater Nashua community informed about our congregation and the contribution we make to that community) falls under the purview of the PR Committee. In conjunction with that task, the PR committee also has to work with other committees to help them get their messages out and to work to find better ways to communicate within the church membership in order to strengthen the bonds within our UU community (Objective III).

Within the Strategic Vision of 2018 is the specific goal of growing to a 600 member congregation, essentially doubling the current membership. As the PR Committee works on promoting the positive image of our church to the greater Nashua community and open the lines of communication within the church itself, it must also find creative ways to try to attract as many new members as possible. This year's efforts included: our new, bright yellow bumper stickers; pens with our address information for the visitor's packet; an ad in the Alvirine High School Cabaret Brochure recognizing three of our Senior High Youth in that production; an ad in the Rainbow Wedding Network Magazine, in an effort to reach out the GLBT community; a Spring Open House (something we have never done) that was promoted with four consecutive ads in Hippo Magazine; and a major update to our Facebook page to make it easier for church members to communicate with each other. To date, we have gotten one wedding because of the Rainbow network ad and three inquiries from the Open House/Hippo ads.

An ongoing responsibility of the PR Committee is to maintain our website at www.uunashua.org. We often hear that newcomers read about us there. We continue to do well in searches - for example "what do unitarian universalists believe" shows our "100 Questions" at or near the top of the results. The site has grown over the years and now has more than 1,500

files, including more than 250 sermons.

We are still hosted at ParkBits.com, run by member Dan Murphy. Dan's assistance is very much appreciated by everyone on the committee.

The PR Committee also produces the monthly newsletter. Distribution is via email and on the website. Thank you to Dick Widhu, Mike Ballentine and Melody Laugininger for editing and doing layout of every monthly newsletter.

Respectfully Submitted 06/09/11/,

Bill Kennedy, Committee Chair; Committee Members:

John Burkitt, Mike Ballentine, Melody Laugininger, Janie Andolsun, Kim Hicks, Vanessa Abraham, and Sherri Woolsey.

Property Committee Annual Report 2010-2011

Large projects, small projects, daily maintenance, planning for long range improvements... all of this keeps the Property Committee busy each year.

Our focus this year was on the safety of all who use this fantastic 3 building facility. After almost 2 years of discussion and research, we moved forward with plans to connect the fire alarm systems within the facility, and update the entire system to bring it up to code (because of the age of our buildings, we had been "grandfathered"). In the past, each building had a separate alarm system. This means, if there was a fire in the Parish House, the fire alarms in that building would sound, but may not be heard in the Sanctuary or Religious Education/White Wing building. You may notice new "strobes" (lights that flash when the fire alarm is sounding), new & more "pull stations" (wall mounted pull handles that activate the alarm system), and someday soon you may hear the loud ring of the fire alarm system, since we do plan to conduct a fire evacuation drill in the near future. Please acquaint yourself with the emergency exits from each building. If you are unclear about these exits, look for the lighted "exit" signs near the doors, or ask a Property Committee member.

Last summer's exterior painting project was the South side of the WW/RE building. Also, the North side of the Parish House is in the process of being "touched up" under a contractor's guarantee for a painting project finished two summers ago.

In September, Amy Bucklin led the dedication ceremony of the Peace Pole donated by Shirley Rayburn. THANK YOU, Shirley, for that lovely gift to the church. And THANK YOU, Amy, for all your research & hard work to make that beautiful event so memorable.

The annual Fall Clean Up of the Property saw a massive amount of hard-working volunteers who used leaf blowers, rakes, and tarps to clear the entire Property (including the cemetery) of leaves in record time (we were done before noon!). THANK YOU to all who helped with our Fall Clean Up. You rock!

Just before winter hit hard, we were able to get a contractor to install an extension of the metal handrail along the walkway from the Lemon St. lot down the steps toward the sidewalk on Lowell St. This helped ensure a safer walk through snow and ice for those who park in this lot throughout the winter.

This winter, Scott and Max Shepherd worked hard to shovel off the Groom's Room roof, in order to prevent a snow shed incident like the one that smashed the Sanctuary window in January of 2009. Thankfully, we have come up with a long term solution that should prevent the Shepherds from having to shovel for years to come. Instead, Scott has generously donated his time to build a more angled roof on the Groom's Room after the Property Committee spends a Saturday morning this June taking off the existing roof and roof deck. THANK YOU, Scott!

This spring, we conducted a Spring Beautification of the Property that, yet again, was only completed because of the hard work and dedication of volunteers. THANK YOU to those who helped weed, rake, plant, and spread bark mulch.

As always, I am overwhelmed and impressed by all those who volunteer their time to help with maintaining the Property. An especially big THANK YOU to the Property Committee members; Rob Bate, Amy Bucklin, Muriel Credle, Penny Guild, Mary Licking, Sandy Martinage, Jim Thorp, Bob Sampson, Scott Shepherd, Kurt Steinbrueck, & Mike Wilt. Things would not have been accomplished this year without them!

Respectfully submitted by Jenn Morton, Chairperson- Property Committee

Social Justice Committee Annual Report, 2010-11

General Information

The Social Justice Committee's mission statement is as follows:

The Social Justice committee of the Unitarian Universalist Church of Nashua, grounded in our UU principles, is committed to making our church a force for positive social change in our community and in society at large.

We advocate for peace, justice, compassion and caring. We encourage all church members to be engaged, through their deeds and generosity, in issues of local, national and global concern, and to develop action plans in areas of particular interest to them.

We provide a forum for a wide range of ideas on issues of concern. We ask church members and friends to actively participate in educational programs on important social issues.

We work with UU churches, other religious congregations, civic, labor and social service organizations and all groups that are seeking to build a more peaceful, just and caring society.

The Social Justice Committee meets monthly, normally on the first Sunday of the month in the Fellowship Room. Of course, all are welcome to attend.

Participating members of the Social Justice Committee during the past year:

Janie Andolsun
Frona Avery
Ellen Barr
Mary Jo Cannarella
Bob Coulter (ace minute-taker)
Mary Ferguson
Adrian George
Tess George
Kim Hicks
Bob Keating
Hilary Keating
Sharon Machado
Jennifer Madden
Robin Nash
Valerie Raudonis
Stuart Schneiderman
Mara Stewart
Marty Storer
Elaine Thomas

Communications

The Social Justice Committee maintains an information table that we staff each Sunday during Coffee Hour. The table has information about current issues of concern: for example, political issues, volunteer opportunities, and related announcements—as well as information on the Committee itself.

Periodically, we publish announcements in the church newsletter and in the Order of Service.

We maintain an email list consisting of Committee members and many others who are interested in social justice issues.

The Social Justice Committee's web page is at <http://uunashua.org/socres> (menu item on the church's main page) and is maintained by Ellen Barr.

We also maintain a Yahoo! group that serves both as a mailing list and a repository for meeting minutes and much other information, such as announcements, flyers, and articles. The Yahoo! group complements the Committee's web page and email list. See Marty Storer to join the Yahoo! group (<http://groups.yahoo.com/group/uunashua-social-justice>).

Community Action Group

The Community Action Group is presently the only autonomous subgroup of the Social Justice Committee. It's led by Mary Ferguson. The group supports the Nashua Soup Kitchen and Shelter (<http://www.nsk.org/home0.aspx>) with monthly meal preparation and serving. It also administers our Outreach Collections.

The Outreach Collection program is one we can all feel very proud about—we give away our entire collection plate to groups outside our church. Applications are reviewed by the Community Action Group, and collections are scheduled accordingly. To apply, please visit our online form at <http://www.uunashua.org> and click on “Outreach Collections” in the **Members** section.

Here is a report showing the groups we have collected for during the past year, and the amounts raised:

| Month | # | Recipient | Amount |
|---|----|---|--------------------|
| June through August, 2010 | 4+ | Afghan Women's Mission | \$3,648.41 |
| September, 2010 | 4 | Tennessee/Kentucky UU Flood Relief | \$2,490.47 |
| October, 2010 | 4 | Nashua Children's Home | \$3,259.65 |
| November, 2010 | 4 | Nashua Area Health Center | \$2,347.00 |
| December, 2010 | 4 | Adult Learning Center | \$2,370.00 |
| Christmas Eve + Jan. through Feb., 2011 | 7 | Southern NH Fuel Assistance | \$6,657.24 |
| March, 2011 | 4 | Donna Purkhiser White Wing Scholarship Fund | \$3,643.86 |
| April, 2011 | 4 | Guiding Eyes for the Blind | \$2,764.12 |
| May, 2011 | 4 | UU Chalice Lighter Program | \$2,048.53 |
| Total | | | \$29,229.28 |

The total is 7% more than the previous year's Outreach Collections, an increase of \$1,924.78. Thanks to all for your contributions!

Finally: In conjunction with other organizations, the Community Action Group is in the process of creating a new program: the **Project to End Homelessness and Hunger**. More information about this exciting project will soon be forthcoming!

Main Focus of the Social Justice Committee, 2010-11

Other than the activities of the Community Action Group, the main focus of the Social Justice Committee during the past year was issues related primarily to statewide politics and also to national political trends: specifically, the 2010 elections and their effects on citizens of our city and state.

We cooperated closely with the Granite State Organizing Project, the Adult Learning Center, and New Hampshire Freedom to Marry on local and statewide issues. We're trying to increase ties between our church and those organizations as well as with others such as labor unions.

Granite State Organizing Project and Related Activities

The Granite State Organizing Project (GSOP) is a coalition of religious, community, and labor organizations that concentrates largely on community-level issues, but recently has stepped up its efforts in support of **labor unions** and **Social Security**. Compared to last year, both the Committee and the church have significantly increased our level of participation in GSOP.

Ellen Barr, Bob Keating, Marty Storer, and Ray Villeneuve have participated in multiple monthly GSOP meetings. Nine church members attended GSOP's annual meeting.

Janie Andolsun, Ellen Barr, Adrian and Tess George, and Elaine Thomas have been active in organizing to support unions and to stand against cuts in Social Security benefits and new restrictions on eligibility for those benefits. Seven church members recently attended training sessions for outreach and activism related to Social Security. See any of the above folks if you want to get involved.

Adrian George arranged for a speaker, Terry Lochhead of the Alliance for Retired Americans, who gave an interesting and informative talk about **Social Security** at the church on October 24, 2010.

The Social Justice Committee and the wider congregation had a large presence at a lively forum to discuss the proposed "**Right to Work**" law, held recently at the church and organized by Republican State Representative David Robbins who is also a church member. Also participating were two other Republican representatives, a Democratic representative, and others including interested individuals, union members, and Free Staters.

With the help of the GSOP, the Adult Learning Center, and especially with the valuable input of many kids mostly of French Hill, a **tutoring program** has been organized at our church. Any child 10 years of age or older may participate with the permission of a legally responsible caregiver. The program has been going since April and is off to a slow start so far, but we expect that to improve in the fall. To date, approximately seven local kids have participated.

Participating volunteers so far:

Jenny Grossman
Kathy Grossman
Nancy Klarman
Rosalie Kuehn (former teacher)
Pat Ladew
Nancy Long (former teacher)
Lance Pratt
Marty Storer
Nona Storer
Ray Villeneuve (former teacher)

Thanks to all, also including Maureen Rich, GSOP community organizer and interested parent; Sharon Dalton of the **Adult Learning Center** for her many supportive efforts; and the kids themselves. Thanks to everyone who donated books and other materials. We're still looking for laptops! Thanks also to Chris Parker for facilitating background checks for volunteers.

New Hampshire Freedom to Marry

The Republican-controlled state legislature initiated efforts this year to deny or curtail the marriage rights of same-sex couples in New Hampshire. The Committee joined with Steve Edington, many congregation members, our own Representative David Robbins, and **New Hampshire Freedom to Marry** (NHFTM—www.nhtfm.org) in an effort to maintain marriage rights in New Hampshire and to support families headed by same-sex couples. Many people from the congregation joined a large rally at the State House in Concord to support marriage equality in our state. The bills against same-sex marriage were tabled, but New Hampshire Freedom to Marry expects at least one such bill, in some form, to be reintroduced in the legislature next year. NHFTM is dedicated to fighting any bill in that category, and will welcome all help.

New Hampshire Guardians

Stuart Schneiderman, a recent addition to the Committee, is active in a new progressive political group, the New Hampshire Guardians. The Committee has recently made material available, provided by Stuart, at the information table during Coffee Hour. See him for more information.

Congregation-Based Community Organizing

Steve Edington and Marty Storer have been in contact with Susan Leslie, UUA Congregational Advocacy and Witness Director, and Ken Galdston, Lead Organizer of the United Valley Interfaith Project. We have tentatively scheduled a regional meeting on the subject of congregation-based community organizing, to be held at our church on Saturday, September 24. More information will be provided as it becomes available.

In the words of Susan and Ken:

The central idea is to strengthen and deepen Unitarian Universalist participation in congregation-based organizing by combining training on Unitarian Universalist social and economic justice values, history and vision with training on the purposes and practices of congregation-based organizing.

[...]

The host congregation would have an opportunity to broaden their own congregation's participation in CBCO and strengthen connections with other UU congregations. Networking opportunities and participation in statewide campaigns would be offered.

Concluding Thoughts

The Social Justice Committee had an active year. The level of participation was encouraging, with nineteen members participating, new ties made, and old ones strengthened. But we encourage wider participation. Our goal is to integrate social justice activities with the life of the congregation.

We know that communication is essential to participation, and we'll continue to work on that. Despite our particular political efforts this year, we truly welcome all voices and we want to hear new ideas.

Marty Storer
Chair, Social Justice Committee

Social Activities Year In Review 2010-2011

The Social Activities Committee offered a variety of events throughout the year to give members and friends of UU Nashua ways to connect with each other.

During the summer months of 2010 we held 2 **Pot Luck Cookouts at Greeley Park**. We brought the grill, hot dogs, and veggie burgers. Attendees each brought a side dish or dessert to share. These events were well-attended, and will be repeated again during the summer of 2011. Also offered during the summer was a **Game Night with Ice Cream Social** in the UU Nashua dining room, and a couple of "**Beach Days**" at Wallis Sands in Rye, NH. These activities will also be repeated this summer.

The first social activity offered last fall was an **apple picking excursion at Elwood Orchards** in Londonderry, NH. Although attendance at this event was sparse, those few families who made it out there seemed to have a good time.

Trivia Nights were highly successful social and fundraising events. In October, our fall trivia night had the highest attendance of the three that were offered this year, and it raised almost \$300 to be donated to UU Nashua. In January we held another Trivia Night, this time raising over \$275 to benefit the Norma Rowley Scholarship Fund. Again in March while having fun, we were able to raise close to \$300 for the Donna Purkhiser Memorial Scholarship Fund. We are excited and appreciative that these Trivia Nights were so well-received and successful. During the 2011-2012 church year we plan to run another couple of Trivia Nights.

October saw the first Social Activities trip, with the rental of a charter bus to travel to the **Rally to Restore Sanity in Washington DC**. We had an inter-generational group of more than 40 people who participated. Generous anonymous donors gifted scholarships to make participation in the trip possible for several people who would not otherwise have been able to attend. (THANK YOU, donors!) The bus departed from Margaritas parking lot just after 10pm on Friday, October 29. We arrived on the National Mall in Washington around 6:30am on Saturday, October 30. The Rally to Restore Sanity with Jon Stewart and Stephan Colbert started at noon. Our UU Nashua delegation was part of this rally attended by an estimated 200,000 people. At 7pm we were back on the bus and headed back to Nashua. It was a whirlwind trip, and a wonderful experience.

The Social Activities Committee's second annual **Thanksgiving Dinner** went off without a hitch. More than 60 UU family members gathered in the dining room on Thanksgiving Day to share this special meal. Four turkeys had roasted in the ovens since early morning. The pot-luck side dishes were served buffet style, and there was dessert a-plenty! Many hands helped with cooking and cleaning. It was a delightful way to spend the holiday.

Youth Bowling Night was offered during school's holiday break week. A few Youth and an Youth Adult attended this outing to Leda Lanes-Glo Bowl in Nashua. We plan to offer more social outing opportunities for Youth next year.

At the end of December, we rang in 2011 with a **New Year's Eve Party** in the Parish House. A DJ provided music for dancing in the auditorium. In the dining room there was food, drink, games and conversation. The Youth Room was a video game haven for those interested. Approximately 50 people filled the auditorium at midnight to countdown the last moments of 2010 and celebrate the arrival of the new year together.

Our annual **Spring Egg Hunt** was held directly after church services on Easter Sunday this year. This was extremely successful, and is how we plan to offer the Egg Hunt each year going forward. Many more families were able to attend since they were already at church (as opposed to driving to church on a Saturday just for this event). Also, the Social Activities Committee was able to wrangle adult volunteer egg-hiders and prize distributors by asking people who were sitting in the pews that morning. (THANK YOU, volunteers!)

On May 1, John Burkitt organized a Tweed-style **Family Bike Ride** around the neighborhoods surrounding UU Nashua. This was a great event for all ages, that we hope will continue.

Also in May, the Property Committee and Social Activities Committee joined forces to offer a **Spring Beautification Project**. 13 adults, 5 children, and 1 dog (hi, Xena!) spent the morning on the UU Nashua property weeding flower beds, taking out dead bushes & trees, moving pea stone, pruning, raking, planting a tree, and spreading 10 yards of bark mulch! Whew. It was a lot of work, but we managed to have some fun along the way. We can't say "THANK YOU!" enough to all who came out to help. It really made a difference.

The Social Activities Committee considers itself to be the Most Fun Committee at UU Nashua (although, we bet that this title will be debated... after all, we are UUs). We are also the easiest to get involved with. Just think of an event you would like to see happen, and plan it. If you need help getting started, contact Jenn Morton or Sherri Woolsey. As a Committee, we have no meetings, no discussion nor debate as to how to proceed. We just need enthusiastic people who are willing to plan events. Please join us in bringing fun to UU Nashua!

Our Social Activities Summer Events start in just a couple of weeks. Hope to see you then!

"If it's not fun, why do it?" ~Ben & Jerry (of the ice cream)

submitted by: Jenn Morton

White Wing Annual Report FY2010-11

White Wing School Board is made up of church members and friends of the White Wing School. This years members include Kate O'Shea (Chair), Amy Savoie (Vice-Chair), Amy Snedaker (Secretary), Joyce Bedard (Treasurer), Victoria Agnew, Sarah Belanger, Gillian Hinkle, David Hudson, Michelle Lanier and Mary Markel. Deb Castonguay serves as the director of White Wing School.

White Wing School is a non-sectarian, non-profit preschool and kindergarten offering programs for children from two year olds to six. We offer a developmentally based curriculum, and our program is accredited by the National Association for the Education of Young Children (NAEYC).

White Wing School enrolls up to 94 students and employs 7 teachers, our Office Manager, Kim Coumas and our Director, Deb Castonguay.

White Wing School Board would like to thank all the volunteers who have helped make this year so successful. Sarah Widhu helped sort and organize the books in the new library. Carol Lasselle for helping make our earth day celebration so much fun; kids love worms! Jenn Morton and all members of the Property Committee for maintaining the building and property. Mike Wilt for keeping us online and connected and running our payroll. The White Wing School volunteer parent group, PAWWS, for organizing fundraising and social activities. The UU Executive Team including Sherri Woolsey and Sandy Martinage for always being there for us. The WW parent volunteers and staff that helped paint the wonderful designs on the playground parking lot. And all the other parents, grandparents, church members and friends that help makes White Wing so successful.

White Wing School began a new fundraising campaign to develop a school library. The library will be available to both White Wing Students and UU Church Members. White Wing was awarded a grant from the Ella Anderson Foundation in the amount of \$1,750. The funds were used to purchase library shelving, upgrade computers and additional items to furnish and decorate the library. The grand opening celebration of the library is planned for next fall and is located in rooms 9 and 10 in the RE Wing.

We launched two new programs last year: the two-year old program and summer camp, which have been a great success.

Next year, White Wing will offer a half-day kindergarten option with students dismissing from the extended day program at 11:30 during a natural transition time.

The Donna Purkhiser Scholarship Fund has been moved to a separate committee for purposes of full financial transparency and student confidentiality.

This year White Wing staff and students said goodbye to the beautiful tree that has graced our playground for 51 years.

The White Wing School Board is looking forward to the next school year and all the challenges and success stories that it will bring. Thank you to outgoing members for their many years of service - Kate O'Shea (Chair), Amy Snedaker (Secretary), Joyce Bedard (Treasurer), Victoria Agnew and David Hudson. Board Positions for FY2011-12 – Amy Savoie (Chair) and Gillian Hinkle (Treasurer).

Worship Associates Report

The Worship Associates is a “theory and practice” group meets monthly with Steve Edington to both help plan our Sunday Services and do some reflecting on the nature and purpose of worship in a Unitarian Universalist congregation.

Members are: Anya Zakiewicz, Kathy Fletcher, Roy Goodman, Laurie Goodman, Harry Purkhiser, David Robbins, John Sanders, Burns Fisher, Gary Lerude, and Ellen Fisher.

This past year we devoted a portion of our meeting to reading and discussing parts of the book *A Manual of Worship: Insights from Over 50 Years as a Unitarian Universalist Minister* by Rev. Frank Schulman; and how Rev. Schulman’s experience and insights help inform how we conduct our services here.

Members of the group take responsibility for certain parts of our Sunday Services: Words for Reflection, Children’s Story, etc. In collaboration with the Religious Education Committee we moved to having the children and young people in nearly all of our services for the first 15-20 minutes. We feel this has worked well and given our services a more integrated feel.

Steve also collaborates with the Music Committee by keeping them informed a couple of months ahead of time of what the sermon topic or service theme will be so they can plan the choir music accordingly.

A very special thanks here to Anya Zakiewicz for planning our summer services. Last year’s (2010) services were very well received, and it looks like we have a good line up for this summer as well!

Respectfully submitted,

Stephen Edington