



**AGENDA**  
**UNITARIAN UNIVERSALIST CONGREGATION**  
**IN MILFORD, NH**  
**ANNUAL MEETING**  
**May 31, 2009**  
**Noon, Barnum Hall**

**OPENING:** Rev. Barbara McKusick Liscord

**WELCOME:** Jim Bannon, Council President

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• 12:00 Meeting call to order	
• Review of Minutes, 2008 Annual Meeting	2-3
• Review of Minutes, Feb 1, 2009 Special Congregational Meeting	4-5
• To adopt the Five-Year Long Range Planning Document as a guideline	
• Presentation by the Leadership Development Committee (LDC) on next year's Council members, officers and members of the Leadership Development Committee	6
• Vote for next years Council members, offices and members of the LDC	
• Presentation of the proposed budget for fiscal year 2009-2010	7-10
• Vote on the budget	
• To receive reports	
Minister	11-15
Ministerial Associate	16
Interim Director of Religious Education	17-19
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• To transact any other business brought before the congregation	
• Meeting adjournment	

## UUCM ANNUAL MEETING MINUTES OF JUNE 1, 2008

The meeting was called to order at 12:06 by Carol Hess, President.

A quorum was established, there were approximately 60 attendees.

**Article 1:** 2007 Annual Meeting Minutes: George Carvill made a motion to accept the minutes of the 2007 Annual Meeting as written; L. Coakley seconded the motion. All were in favor. There was no discussion.

**Article 2:** By Law Changes: Lynn Coakley presented revision to the By Laws. George Carvill made a motion to accept the changes. Sandy Frades seconded the motion. All were in favor.

**Article 3:** Endowment Document Changes: Sandy Frades presented revisions to the Endowment Document based on recommendation from Tamsin Campos of the First program.

John Shonle made a motion to accept the changes. Sue Durham seconded the motion.

Barbara Smith requested an amendment.

Barbara Smith made a motion to accept as amended. George Carvill and Jed Callen seconded the motion. There was brief discussion. All were in favor as amended..

**Article 4:** Capital Campaign: Approve formation of capital campaign. Jan Woodman made a motion to form a Capital Campaign. John Shonle seconded the motion.. Member question: How much do we want to raise? Roofers quote of \$78K, an estimated another \$5K for removal of slate and copper. There was discussion about the type of roofing material, the entire status of the roof, and competitive quotes. The materials recommended are a plastic composite material with a 50 year estimated life. Portion of the roof not being done has an estimated 10 years remaining. Competitive quotes were obtained. The entire roof was over \$160K. The recommended solution was presented to finance and council before being presented at annual meeting. All questions raised were answered. A member asked the capital campaign committee to look outside the box when raising funds. The question was moved. All were in favor.

**Article 5:** Obtain a loan from District: John Shonle made motion to obtain a loan to help with the roof. Mark Schwartzberg seconded the motion. There was discussion about needing more than the loan. The question was moved. All were in favor.

**Article 6:** Borrow money from the endowment until Capital Campaign can repay: George Carvill made a motion to use money from the endowment for the roof project. John Shonle seconded the motion. Cash in Endowment approximately \$120K. (White loan, 4%, approximately \$2,200 per quarterly)

Approximately same terms would apply to endowment loan. It would buy time while the capital campaign got under way. The question was moved. All were in favor.

**Article 7:** Loan and Endowment repayment plan: See above. George Carvill made a motion to accept Article 7. Lynn Coakley second the motion. All were in favor.

**Article 8:** Movement of money: Peter Lippitt presented the details of moving monies, approximately \$5K, from previous capital campaign from the Treasurer to the Trustees. Sandy Frades made a motion to accept Article 8. Jed Carvill seconded the motion. All were in favor.

**Article 9:** Nominating Committee recognized and thanked for current members of council for their hard work. Dan Rothman presented the slate of nominees for the upcoming year. Nominees were accepted.

**Article 10:** Jed Callen made a motion to move the slate from Article 9. Ruth Heden and Peter Lippitt seconded the motion. All were in favor.

**Article 11:** 2008-2009 Budget: Sandy Frades presented the budget. Pledges estimated at \$120K. The finance committee estimated \$140K would be final number which is short \$36K of the desired amount.

Priorities were identified as children, property, and staff wages. There is no UUA or District dues in the budget. There was brief discussion. John Shonle moved to accept the budget at presented. George Carvill seconded the motion. Majority were in favor. One vote opposed. Article 11 passed.

Further discussion took place about the dues. A member recommended separate fund raising for UUA Dues. Dues this coming year to UUA is \$56 per member and \$17 to the District. A sense of the meeting is that people would like to support the UUA.

Partner Church would be funded by the plate.

Thank you to Sandy for all her effort.

**Article 12:** Annual Reports. Jed moved to accept the reports. Barbara Smith seconded the motion. All were in favor.

Rex Lint made a motion to adjourn. Sandy Frades seconded the motion.

2008 Annual Meeting adjourned 1:15 PM

Respectfully submitted by Audrey Fraizer, Clerk

**UUCM MEETING MINUTES OF FEB 1, 2009,  
SPECIAL CONGREGATIONAL MEETING**

The Meeting was called to order by Jim Bannon, President.  
A quorum was established.

**Article 1:** To delay the commencement of the capital campaign from the church year 2008-2009 until the 2009-2010 church year.

George Carvill moved to approve Article 1, Lynn Coakley seconded the motion. Jim led further discussion to review the opinion of several committees who had consensus to move the campaign up one year because of the Long Range Planning process and the economic environment. Graham Smith pointed out that the roof is still leaking. Jim confirmed repairs to the roof will continue to move forward and the hole in the sanctuary will also be repaired. It will be funded with the White Loan and the Endowment. The value of the endowment is \$158K which includes loans outstanding, cash value is \$107K.

Jim moved the question. Majority were in favor, there was one opposed vote. Article 1 passed.

**Article 2:** To accept the Mission Statement created as part of the Long Range Planning process:

Our spiritual community welcomes all people and honors the human dignity of each individual.

Grounded in our Unitarian Universalist principles, we enrich one another and challenge ourselves to heal and strengthen all lives and to care for our shared earth. (Expiration date: June 2012)

Sasha Kuftinec moved to approve Article 2, Lynn Lippitt seconded the motion. Ellen Groh described the effort and process that developed the Mission Statement. Discussion took place.

Cathy Goldwater moved to remove the Expiration Date. Fred Dyke seconded the motion. Further discussion took place.

Rick Davis moved to change the wording from Expiration Date to Revisit Date. Sandy Frades seconded the motion. Jim moved the question. Majority were in favor, there was one opposed vote.

Original article discussion: Ruth questioned the "Vision" statement, "Ever brightening beacon..." Does this mission statement replace the Vision statement? Ellen recommended that we retain both. Sandy Frades recommended we replace the Vision. Ruth felt the mission is what we want to do, the vision reflects our belief. Many members agreed the vision reflects what we want to be, the mission is how.

Jim moved the question. Majority were in favor, there was one opposed vote. Article 2 passed.

**Article 3:** To approve a revision of the title of "Director Religious Growth" to the "Director of Religious Education" in the written bylaws and in general use.

Cathy Goldwater moved to approve Article 3, Rex Lint seconded the motion. Jim moved the question. All were in favor. Article 3 passed.

**Article 4:** To approve the immediate payment of half of the dues to the Northeast District of the UUA, using funds available from a budget surplus in the payroll for the Director of Religious Education, and to allow the Council to pay further installments or the balance of the District dues as our current budget allows.

There was discussion as to why a vote was needed. Peter Lippitt explained that it was a technicality because the Council can only spend to a specific dollar amount. Sandy Frades questioned applying the money to roof. The White Loan granted to UUCM required participation in the UUA. Finance and Council recommended supporting Article 4. There was further discussion.

George Carvill made a motion to change the language of Article 4 to have it based on if youth issues were addressed. Lynn Coakley seconded the motion. There was a great deal of discussion that the issue with the youth was very important but it should not be tacked onto Article 4. Several members felt there were others ways to address the youth issue. The congregation showed great support of the youth issues.

George and Lynn withdrew the motion with the intent that the issue be brought to Council and the letter of support be sent to from the Council, representing the congregation, to support our youth.

Peter Lippitt made a motion to approve Article 4 with the amendment of the Northeast District being changed to the Northern New England District. Graham seconded the motion. Jim Bannon moved the question. All were in favor. Article 4 passed.

Business meeting closed at 12:55.

There was continued discussion regarding the wording George and Lynn presented about the youth issues. Nancy Danzinger was concerned not everyone from the congregation was informed of the discussion since it wasn't on the agenda. Several people didn't feel informed enough to have an opinion. Paul Liscord felt it was presumptuous for attendees to make a proposal on behalf of young adults without

them here. Rex Lint recommended having the youth craft a proposal that addressed the issue rather than a statement or ultimatum. Graham Smith attended the youth meeting and felt George and Lynn reflect consensus among youth.

The results of the discussion were: “The sense of the meeting is that the congregation will work with the youth and young adults of the congregation to craft a resolution to the district that reflects our concern about the transparency of the district’s consolidation of youth and young adult services.”

Sue Durham moved to adjourn the meeting.

Lynn seconded the motion, meeting Adjourned 1:10

Respectfully Submitted,  
Audrey Fraizer, Clerk

#### **LEADERSHIP DEVELOPMENT COMMITTEE**

The Leadership Development Committee, formerly referred to as the Nominating Committee, and consisting of Ginny Kemp, Heather Bierschenk, Dan Rothman, Ana Barrett, and Barbara

Smith, has been meeting since April 2009. Our mission has been to find appropriate nominees for church leadership positions, confirm whether or not existing council members will remain on council, and approach potential nominees for soon-to-be vacated council at large and Leadership Development Committee positions. The following people have been approached and have agreed to have their names put before the congregation in these leadership positions:

Co-Presidents: Nancy and Bob Baker (new)  
Vice President: Ellen Groh (new)  
Treasurer: Richard Danzinger (returning)  
Clerk: Erik Bertrand (new)

Council at large:  
Audrey Fraizer (returning)  
Sue Olsen (returning)  
Mark Schwartzberg (new)  
Elissa Mattson (new)  
Lynn Lippitt (new)

Leadership Development Committee:  
Ana Barrett - new  
Jim Bannon - new  
Leslie Bennett - new  
Ginny Kemp - returning  
Dan Rothman - returning

We will continue to discuss the paths that members can take to become leaders in our congregation.

**BUDGET FOR FISCAL YEAR  
JULY 1 2009-JUNE 30, 2010**

**BUDGET PRESENTED AT THE MAY 31, 2009 MEETING**

**Summary of the UUCM 2009-10 Budget**

**Income**

Pledges	136706
Plate	13500
Rental	7000
Auction	10000
Holiday Fair	8500
Other income	3550
<b>Total Income</b>	<b>179256</b>

**Expenses**

RE Director	18226
Ministers TCM	83628
Property	29191
Administration	23779
Music	8266
Payroll taxes	3110
Church for Children	3970
Committees and Other	9086
<b>Total Expenses</b>	<b>179256</b>

**BUDGET FOR 2009-2010**

Presented to the Annual Meeting May 31, 2009

		2008-09	Proposed 2009-10		
<b>Income</b>					
40000	Pledges	140000	136706	Current best guess is \$137790	<b>Note 1</b>
42000	Plate	13500	13500		
43000	Rental	6000	7000	Based on this year	
45100	Auction	10000	10000		
45200	Holiday Fair	9000	8500	Based on this year	
45300	Music events	500	0	None in 08-09	
45500	Shaws	1000	750	Less interest in the program	
45600	Toadstool	400	200	Based on this year	
45900	Other fund raising	1000	900	No plant sale in 08-09	
49000	Miscellaneous income	1700	1700		
	<b>Total Income</b>	<b>183100</b>	<b>179256</b>		
<b>Expenses</b>					
<b>50000</b>	<b>RE Director</b>	<b>24136</b>	<b>18226</b>		
50100	temp		8840	As per contract	
51000	settled	23330	8930	1% increase over the temporary rate	
51100	holiday gift	106	106		
53000	workshops	700	350	See also budget line 70700	
<b>60000</b>	<b>Ministers TCM</b>	<b>82795</b>	<b>83628</b>	1% increase	
60200	salary	14194	14620	Note: Rev. Barbara can re-allocate	
60300	housing	38400	38400	most of this except for housing and	
60400	expenses	9000	9405	the pension <b>rate</b> of 3.4%	
60500	medical insurance	17900	17900		
60550	dental insurance	1220	1220		
60560	long term care	281	281		
60600	pension	1800	1803	3.4% of salary plus housing	
<b>62000</b>	<b>Property</b>	<b>28236</b>	<b>29191</b>		
90000	Painting Loan	5504	5504		
62100	Custodian	4341	5006	1% increase, one hour per week more	
62111	holiday gift	106	106		
62300	property insurance	2900	2900		
62500	fire safety	600	675	Based on experience	
62610	snow plowing	1500	1500		
62620	garden	250	250		
62630	lift service	300	450	Based on experience	

62650	maintenance & repairs	3900	3900	Now one budget item
62900	Utilities	8835	8900	Water rates are higher
<b>64000</b>	<b>Administration</b>	<b>22656</b>	<b>23779</b>	
64100	Administrator	15663	16871	Administrator subtotal
64105	wages	15492	16150	Incorrect in 08-09 budget. No increase
64111	holiday gift	106	106	
64120	AUUA dues	65	65	
	retirement		549	Increase in <b>total</b> compensation of 3.4%
64200	workers comp all	1005	1050	
64500	copier	2006	2006	
64600	office supplies	750	750	
64700	computer equipment	300	300	
64800	mileage	152	152	
64900	postage	500	600	Rates and usage are up
65000	telephone	2280	1800	Based on experience
<b>66000</b>	<b>Music</b>	<b>8190</b>	<b>8266</b>	
66110	pianist	5542	5644	\$3 per week increase
6111	holiday gift	106	106	
66120	substitutes	1000	1000	
66130	rehearsals	1092	1116	\$2 increase per rehearsal
66140	soloists	150	150	
66400	piano tuning	200	200	
66500	sheet music	100	50	Not used much
68000	Payroll taxes	3907	3110	
<b>70000</b>	<b>Church for Children</b>	<b>4170</b>	<b>3970</b>	
70200	curriculum	500	400	Only \$90 so far this year
70300	supplies/equip	450	350	Only \$175 so far this year
70500	refreshments	350	350	
70600	events	400	300	Only \$60 so far this year
70610	youth	500	500	
70620	recognition	300	300	
70700	workshops	400	300	See also line 53000
70400	Nursery staff	1270	1270	Only \$760 so far this year
	DRE search		200	This year only
74100	Pastoral care	75	50	spent nothing so far
	Welcoming			spent nothing so far
74200	congregation	50	50	far
74350	LRP	100	0	should be finished
74400	SGM	90	0	spent nothing so far

74500	Finance/stewardship	120	600	Stewardship was severally underfunded
74600	Membership	425	425	
74650	Hospitality/coffee	250	250	
74800	Green sanctuary	200	100	spent nothing so far
74900	Worship	550	400	no guest speakers this year so far
76100	Partner Church Council		150	Oversight in 08-09, actually spent
76400	UUA district	0	0	
76500	UUA	0	0	
76700	UUSC	211	211	
80000	Outreach	6589	6500	From plate sharing
92000	Other	350	350	
	<b>Totals</b>	<b>183100</b>	<b>179256</b>	

### Notes

1. We always experience some shrinkage between the amount pledged and the amount actually received. This can be as much as 9%, but is usually around 4%, so the actual pledges must be greater than the budgeted amount. We are making a leap of faith, since this is only about 1% over. The actual pledges for 08-09 may be only \$127000. The \$140000 was an over-optimistic estimate.

2. The 08-09 budget is presented **as approved** last year. There were some errors and some changes were needed as the year went by. The new budget reflects these changes.

3. Amounts in **bold** are subtotals. Amounts in *italics* are sub-subtotals.

## MINISTER'S REPORT - A YEAR OF BLESSINGS

We have engaged in another rich year of shared ministry. Each year, I grow more deeply grateful to serve with you. This annual report describes some of my activities and aspects of our ministry together. I am so proud of the way our congregation has engaged in a thoughtful long range planning process this year. Many thanks to our Council and Long Range Planning Committee, who helped guide this process. When you see them, please thank members of the Long Range Planning Committee: Sandy Frades, Ellen Groh, Jan Lint and Lynn Lippitt and our Council: Jim Bannon (President), Nancy and Bob Baker (Co-vice Presidents), Dick Danzinger (Treasurer), Audrey Frazer (Clerk), Mike Lavine, Sue Olsen, Donna Collette, Peggy Stokes.

December 2008 Ice Storm. Despite the devastations and wide-ranging power outages of the December ice storm, our church never lost power. Our building became a haven for those families who needed a place to sleep or just sit and read in a warm for a few hours. People came daily to fill up water jugs and to do their dishes in hot water. Brian Higgs had gotten the wireless internet up and running so folks could bring their laptop and take care of email and use the church land line to make phone calls. Our pianist, Laura Kennedy continued to teach her piano students on the piano in our sanctuary. Our holiday music service went on as scheduled- despite the fact that many did not have electricity or water at home. Our community became a physical, emotional and spiritual refuge in the storm.

Worship and Music. The "Sunday morning experience" continues to be at the core of our congregational life. Our "regular" church year began again with our September Ferry Beach Retreat weekend in Saco, Maine. I led worship on Saturday morning in the Grove. Early Sunday morning, I was on the beach with other UUCMers to watch the sun rise out of the sea...then I returned to Milford to lead worship in our sanctuary and to be with folks who were not able to make it to the Ferry Beach retreat.

Worship sermons, themes, rituals, celebrations and traditions this year have included: Water Communion ingathering, Association Sunday-hosting UUA trustee, Will Saunders, Election Day, Who Are We (Mission and long-range planning kickoff), Sustainable Harvest (with Flo Reed, visiting), All Souls Day with bulb planting after the service, Veteran's Day service. Thanksgiving with cornbread and cider communion (two services), Intergenerational Holiday Service & Workshop. Our Holiday music service created a welcome refuge during the challenges of the ice storm. Once again we held two Christmas Eve services- an earlier one for children and their families (thank you, Amy Conley!) And a later more meditative service. Both services included our meditative candle lighting tradition with Silent Night. Other worship themes have been: Returning Young Adults, Audacity to Hope (MLK weekend), Islam, Welcoming Congregation Sunday, Open Humanism, Lent, Stewardship, Our Whole Lives, Palm Sunday-Justice Sunday, Earth Sunday, Music Sunday, Working on A Dream, Age-ing to Sage-ing. Future services include Ferry Beach Sunday/Recognition Sunday on the day of our Annual Meeting, Blessing of the Animals and Flower Communion/Bridging Sunday.

On the first Sunday in March, I led worship in Norwich, Vermont, paying back a Sabbatical Sunday, when Rev. Bruce Johnson led worship here. I also led worship in Peterborough, while Rev. David Robbins led worship in Milford. "Pulpit swaps" are an old New England tradition.

In December and January, several worship services were cancelled due to heavy snowfall on Sundays. On the third Sunday snow storm (Martin Luther King weekend), we didn't cancel church and 30 hearty souls showed up for worship.

Many thanks to our Worship Committee (Nancy Baker, Susan Deschenes, Linda Goodman, Carl Olsen, Barbara Smith, Mike Lavine, Linnea Schroeder) who take significant responsibility along with me for the worship life of our congregation. They are responsible for making sure the worship services happen, even if we have a guest minister/speaker. Nancy Baker and Heather Bierschenk led the Sermon Seminar group. In addition to UUA trustee, Rev.

Will Saunders, we had several special guests including: Rev. Ed Lynn, former minister of this congregation, Rev. David Robins (from Peterborough UU) and one of our Minister Emeritus, Rev. Olav Nieuwejaar. Many thanks to all the other able worship leaders who took responsibility of coordinating and leading worship this year: Nancy Baker (Music Sunday and facilitator of the Sermon Seminar), Linda Goodman, Mike Lavine, Lynn Lippitt, Linnea Schroeder and John Shonle. Rev. Betty Foster also participated in many of our services this year and I deeply appreciate her wisdom, lovely writing and unfailing commitment to our congregation.

Many thanks to Cathy Goldwater and her work with the Youth Choir not only add to our Sunday morning worship, but also add immeasurably to the overall life of our congregation. She'll be stepping back from this role next year, as she will serve as our one of our OWL teachers for 7<sup>th</sup> and 8<sup>th</sup> grade. Linda Goodman and Kim Paquette will be working together on both a children's and youth choir as well as an intergenerational family choir.

Special thanks also go to Linda Goodman, who has taken responsibility for so many elements of the worship life of our congregation. She created and continues to lead the Meditative Chant Services, (8pm-8:45pm 2<sup>nd</sup> and 4<sup>th</sup> Sundays) using chants from all over the world. In addition, Linda has been coordinating our music program- getting substitutes for the Sundays when Laura is away and coordinating choir activities. She and her husband, Joe Pollack have filled in for Laura several times at the last minute, when Laura has been ill or has a family emergency. We are so very lucky to have someone of Linda's commitment and talent serving in our shared ministry. Thank you, Linda.

Also I also want to mention that Nancy Baker assists in coordinating the music program- helping Linda and I pick out music and letting choir members know when there are singing opportunities.

Many thanks to Rick Davis for coordinating last summer's services and for agreeing to coordinate the 2008 summer services beginning at 9:30am on June 21 and ending on Sunday, September 4, 2009. People attending these services enjoy the change. The services offer, through facilitated discussions, the opportunity to connect and deepen through the sharing of thoughts, inspirations, ideas, joys, and concerns.

The Worship Committee and I have begun planning for the '08-'09 church year. Please let any of us know of any themes or special celebrations that you are interested in. Please let Nancy Baker know if you would like to be part of the Sermon Seminar group, which will begin meeting again in October.

On an ongoing basis, I review DVD's from the UUA and read books about how to improve worship. *Worship That Works*, a recent book by two UU ministers, was inspiring and helpful. As always, some elements of worship work better for some people than others. For example, the community greeting which we occasionally participate in just prior to the prelude was requested by some of our young adults, but I recently received a note from an older member saying how much she likes it when we don't do the community greeting. We shouldn't assume that this preference is a matter of age, but we do seek to find a balance and variety that over time feels satisfying to most everyone. Please keep your comments coming to members of the worship committee and me.

I see challenges to our worship life in a several areas: 1) improving the quality of the worship experience to make sure people can see and hear well\*, particularly during the Story for All Ages, 2) improving the quality of the worship experience in Emerson Hall, 3) improving the recording of services by switching from cassettes to cds and/or podcasts. Cassettes are now often available by special order, only, and not many people have cassette players. 4) increasing ease of music coordination with more opportunities for choir participation, participation of other musicians in the congregation, including our youth (an occasional rock style band) and guest musicians. \*I'm sad to say, despite the good efforts of Bob Baker and Bob Eaton last year, the

sound system is still problematic and does not easily allow for multiple participants in the worship presentations.

Rites of Passage. We dedicated several children in services in October and April. In the last year, I've officiated at several weddings and memorial services. I have three weddings scheduled for this summer. I am particularly grateful for the ministry we all do in hosting memorial services in our church. Whether the deceased is a member of the congregation or not, a caring group of people from our church show up to greet and accompany families and their friends through this difficult time. You know that families feel the comfort of our care, as they linger afterward in the atmosphere of the kind hospitality that we offer. After every memorial service, I find that people who attend seek me out to thank us and to often to find out more about Unitarian Universalism and our congregations.

Congregational Ministry. Congratulations to the Membership committee who have continued to develop a meaningful path to membership which clearly sets forth the steps toward participation and voting membership in our congregation. You'll want to look to their report for details. I have thoroughly enjoyed attending and participating in the events they have organized- information evenings and new member ceremony dinners. Many thanks to everyone who staffed the information table and greeted people at the doors and in the sanctuary.

In the area of leadership development, I attended the new Leadership Development Committee meetings this spring, and very much appreciate their hard work in carefully considering the best candidates for leadership in our congregation. We hope to move to a year round functioning of this committee.

Many thanks to Rick Davis for his continuing work on the website. Websites are now the number one way that people find congregations- this exceeds the number invited by friends. As a source of information, of course, the advantage of the website is substantial: we can immediately update the worship descriptions as they change and our weekly announcements appear there. Rick has been wonderfully responsive in making updates immediately as he receives them.

Many thanks also to Dona Eaton and Amy Blanchard who have edited our newsletter. They are both wonderful editors. Amy Blanchard has done a superlative job of editing June's newsletter while Dona has been away. And we look forward to Amy's continuing expertise with the newsletter!

Small Group Ministry. Five groups have been meeting in sessions beginning last October. Carol Hess coordinates the program. I still train and support group facilitators by attending the monthly facilitators' meetings and being available to facilitators when issues arise. Existing groups will change and new groups will form in the fall. Watch for sign up cards in September. Our Small Group Ministry program is maturing- we'll be starting our sixth year of sessions in the fall. If anyone is interested in becoming a facilitator, please let me know. I will conduct facilitator training at the end of August or early September, before the next sessions begin in October. Many thanks to all facilitators and participants for this commitment to mutual ministry.

Pastoral Care. Many thanks to the members of the Pastoral Care Network Committee (see their report) for managing our network of caring within this congregation. As always, they were a steady presence to those in need. Their work makes all the difference in the pastoral caring life of our congregation. I appreciate their efforts in making hospital visits, home visits and phone calls. I have received information on UU district pastoral care training programs and we'll get the information out to the wider congregation. We are all ministers to one another. As always, I continue with hospital and home visits, telephone and e-mail support and pastoral appointments in my study at church. When crises arise, I am available to meet with members and friends once to three times, after which I help with an appropriate referral to a counseling professional.

Lifespan Religious Education. Our Interim Director of Religious Education, Kim Paquette, has added a great boost of energy, insight and spirit to our well-organized religious education programs for children and youth. You'll want to see her report for more details. My involvement included being available to attend some YRUU meetings and as much as possible being available at intergenerational events. I also plan to be available at our new UUCM summer camp in August. I held a Minister's Study Circle on being Veteran, prior to our Veteran's Day service in November. The Living by Heart poetry series continued into the fall and Pat Dyke and I started a different kind of monthly Poetry Group in January. Along with Linnea Schroeder, I led a Lenten series, which involved scripture study, a film and communion service just prior to Easter. I'm very pleased with the number of adult religious education offerings we have enjoyed in the last for half of this year. Many thanks to John Shonle for making this happen- along with teachers Joe Guilfoyle (Buddhism) and Nancy Baker (religious art). We are looking at several options for next year: continuing the poetry group, a building your own theology course, adult OWL (comprehensive sexuality) course, an Age-ing to sageing workshop and some bible study. Please let John or me know of what you'd like to explore. Once again, I'm willing to offer UU history tours- of the Boston Beacon hill area or of the Mount Auburn cemetery, if someone is willing to organize them. Small Group ministry will continue to be a form of lifespan religious education, where topics introduced in worship can be explored more reflectively with your fellow travelers.

Stewardship and Capital Campaign. I continue to be involved in conversations with our FORTH program consultant, Tamsin Kemos and hosted her at our home when she stayed over night in the fall. I continue to be very impressed with Tamsin's gifts and grateful that we have her as our consultant for a few more years under the FORTH program.

Administration. Our staff members- office administrator, Cyndy Likas, Director of Religious Education, Kim Paquette and Custodian, Sue Wahlen work very well together. Each of them considers their work with us a calling beyond just a way to make a living. Their dedication and "going the extra mile" come through over and over again. I am grateful to work with such a good group of people. Many thanks to the Personnel Committee (Mary Vallier-Kaplan, Sandy Frades and Dan Rothman) for their help with supervisory functions, specifically with timing and form of staff performance reviews. Bryan Higgs has served as our systems manager and has been very generous with his time and keeps us "running."

Outreach, Social Responsibility. Each week, I receive telephone calls and e-mails requesting my personal involvement and leadership and our Congregation's involvement in social service and social justice projects. Edward Everett Hale said, "I am only one...I cannot do everything, but I can do something... and because I cannot do everything, I will not refuse to do the something that I can do." I am very pleased that we have continued to share the plate with organizations doing vital work in our community and around the world. Don't miss the letters of appreciation on the bulletin board "Living Our Faith" in our downstairs fellowship space, Barnum Hall.

This year, I chaired our area's annual CROP Walk and I thoroughly appreciate the dramatically increased participation from our congregation. Your participation made such a difference in this being the most successful Crop Walk ever. I'll let you know when the date for next year's Crop walk is as soon as I know it so that you can add it to planning your spring 2010 activities.

I continue to attend and sometimes host the monthly ecumenical Milford Area Clergy meetings and participated in several Souhegan Valley Interfaith Council events, including the Thanksgiving service at the Amato center. Because of a death in the parish, I was unable to attend the first SVIC earth day service and appreciate my husband Paul filling in for me in offering the closing words. I see caring for earth as an area ripe for interfaith participation.

Many thanks, to our John Bigl who has stepped up to the plate to be the new SVIC convener. Please check out his excellent article in our June newsletter about SVIC activities.

Partner Church. Many thanks to Peggy Stokes for keeping us informed about happenings in our partner village- Szekelyszentmihaly in the Transylvania region of Romania. I am sorry that we were not able to pull together a group to visit the village this year. Let's all keep it in mind for 2010. I would be particularly interested in visiting the village around the topic of sustainability. Our "partners" may be quite puzzled by this, but I think we have a lot to learn from them in this regard.

Denominational Connections. I coordinated our participation in Association Sunday by inviting our district UUA trustee, Will Saunders, to join us for an evening of conversation over Saturday night conversation and leading worship with him on Sunday morning. Rev. Jeanne Nieuwejaar attended the Saturday evening gathering with several folks from the Wilton Center UU congregation. Most months I have attended UU minister's meetings in Exeter- meeting with the ministers of the Exeter, Portsmouth and Concord churches along with several retired ministers who had very successful ministries. Our congregation is one of the 7 largest congregations in our district (Maine, New Hampshire and Vermont) so it has been good to meet with other ministers of growing or larger congregations. Topics of those meetings have been, fundraising in New Hampshire (I'll share what I learned with the Stewardship/Capital Campaign group) and organizational health of our congregations.

I led worship at the spring annual meeting of the Northern New England District of the UUA in North Conway. Kim Paquette and her daughter, Abby, also attended the conference. Kim and I participated in a round table discussion about youth and young adult ministry.

I decided not to attend the UUA General Assembly this year- deciding instead to keep my pledge to the annual budget drive at a leadership level. Also I think it would be more worth my time and money if others from the congregation attended with me. SO- please put the UU General Assembly 2010 on your calendar for next year. It's June 23-27 in Minneapolis, Minn.

I've attended two meetings of the UU Ministers Association- which have involved accomplishing merging the Maine chapter with the NH-VT chapter. Not too glamorous, but needs to be done and I can tell already that our ministry will be enhanced by this larger pool of wise ministers to consult with. I'm on the executive committee in charge of arrangements for our meetings.

S

Ministry for the Earth. I continue to serve on a Northern New England District Task Force for Sustainability. I also am leading a workshop on Sustainability and Ministry at the UU Minister's Convocation in Ottawa in November. I am pleased that the mission statement includes care for our home planet in its wording and that we now have a Ministry for Earth section of our newsletter.

Committee on Ministry (formerly known as Committee on Church Relations (CCR). Many thanks to Carol Hess, David Goldsmith and Eric Soederberg for their able service on this committee, we meet monthly to talk about concerns about the ministry. Our Interim DRE, Kim Paquette, also attended at least once during her tenure. As always, I invite you to talk with me directly about any concerns you may have, but I also encourage you to talk with them, as you are most comfortable.

More? Even as I get to the fifth of this report, I know there is more to say about our ministry together. I know I haven't described everything we've been up to and apologize for any omissions. As always, I hope you will let me know if you have any comments, questions, concerns or about my ministry and our ministry together.

Thank you for your continuing support, guidance and inspiration. Thank you for the blessings of our shared ministry to each other and the world beyond our granite walls.

Love and blessings to you,

Rev. Barbara McKusick Liscord

## **MINISTERIAL ASSOCIATE**

During the church year I wrote Opening Words or Reflections for several church services here and at Ferry Beach, such as the weekend in Maine, Thanksgiving, Christmas Eve, Easter, and today's community service. I also wrote a newsletter reflection. I consulted with the Pastoral Committee, Rev. Barbara, and others.

Associate Minister Elizabeth A. Foster, M.Div.

## **INTERIM DIRECTOR OF RELIGIOUS EDUCATION**

### **CHURCH FOR CHILDREN**

The Church for Children provides programs for infants through seniors in High School. A total 114 children/youth were registered and average Sunday attendance was about 46. More than 45 volunteers were involved in various roles as Circle Leaders, Youth Advisors, Substitutes, and Committee Members.

### **CHILDREN'S CIRCLES**

A three-year old room was established in October to meet the needs of a 'bubble group.' 4 year olds to Kindergarten used the Shooting Stars Curriculum. Other programs included "Web of Life" (grades 1 & 2), "Stepping Stones" (grades 3 & 4), "Traditions With a Wink" (Grades 5 & 6), "Neighboring Faiths" (Grades 7 & 8), and YRUU (Grades 9-12). Our nursery was staffed by Sasha Rolfhamre, and 3 nursery supervisors throughout the year. Efforts will be made to find a single supervisor to hire for 09/10.

### **YOUTH**

Our YRUU group continued to meet on Sunday evenings. Many attended Youth CONs within the District. They presented themselves well to our congregation and District Leaders in an effort to voice their concerns about changes to youth policies within our newly consolidated NNED district. The YRUU planned and offered a wonderful Youth service in April which was enjoyed by all. Additionally, YRUU members participated in the CROP walk, and organized a Box City to raise both awareness and funds for youth homelessness. Several members accepted additional responsibilities as elected member of the DYC (District Youth Council).

### **CHILDREN'S PROGRAM COMMITTEE (CPC)**

The Children's Program Committee (CPC) oversees the programming for the Church for Children (infants through 12<sup>th</sup> grade).

Game Days were held for children/youth on selected Sundays when attendance is uncertain because of holidays/vacations. These are popular with both children and adults because it gives a chance for people of different ages to get to know each other and have fun.

On May 24<sup>th</sup> we provided an intergenerational art activity by hosting local Eco-Artist Deb Cinamon-Whalen. Together, we joined in making Healing Blankets for the Earth using natural fibers and materials.

The CPC sponsored a light bulb collection on behalf of SHARE to provide lighting for their Grand Opening.

The CPC supported a used toy-sale as a UUCM fund raiser, and a way for our members to recycle and/or purchase gently used toys.

The committee continues to need more members, which would allow it to plan more activities. Currently, there are seven members.

## **GOALS/PLANS FOR 09/10**

### **SHARE- Kids Can Collect Cans Collection!!**

Beginning in September, we will have a Kid's Collection one Sunday a month during the service. At this time, the children will be able to contribute a canned good, etc. during their collection time. This will make the collection much more visible and fun. The DRE will be writing a monthly article to submit to the newsletter with fun ideas parents can use at home to encourage participation in the collection.

### **Winterim and May Bees**

Plans to alter next year's schedule were made, to include a 6week "Winterim" in January. During this time, we will have special programming such as an art project, cooking day, yoga or music class, etc each Sunday. These will not be offered by Circle leaders, but by other members of the congregation. This will give our leaders a break when attendance is typically low, and will provide the Permanent DRE with some time to settle in prior to circles starting back up. We also elected to bring back the May Bees when, again, we will offer special programming for our children and youth.

### **Youth and Technology**

We are hoping to have our YRUU group put together some short films to document the work they do, and their CONS. We hope that they might also use this technology to produce short social documentaries to be seen on our website, and YouTube.

### **OTHER**

A small group of UUCM Young adults (ages 18-35) began meeting for dinner, discussion, and camaraderie in May 2009. Efforts are being made to strengthen and grow our Young Adult offerings at UUCM

Since January, I have attended multiple meetings with the NNED Program Consultant and the DYC regarding youth concerns. I was invited to speak with our YRUU in February, attended a Youth CON in Brattleboro, VT in April, and also filled in as a YRUU leader as needed. In April, I was elected to the DYC as an adult advisor.

Monthly District DRE Cluster meetings were held in Concord, NH. I attended each meeting, and was responsible for leading the Worship service in May.

I also attended several Long Range Planning meetings as the interim DRE and served on the Space Task Force.

I worked with Rev. Barbara and Linda Goodman to plan intergenerational worship services, providing Stories for All Ages and songs.

I was fortunate enough to attend the Renaissance Module for the Philosophy of UU Religious Education in Newton, MA in April. I will be attending another Renaissance Module for Worship in Concord, NH this summer. In May, I attended the NNED Annual meeting in North Conway, and the Youth Advisor Training in Keene, NH.

This summer, I have planned and will be leading a UUCM Summer Camp for children ages 6-12. The theme is: *Journey for the Planet*. It has an eco-conscious and sustainability theme.

Despite the transitions of this year, it has been a good, productive, and inspiring year for youth at UUCM. I am grateful for the opportunity to serve as your Interim DRE, and look forward to our next Church for Children year!  
Peacefully Submitted,

Kimberly Paquette  
Interim Director of Religious Education

## PRESIDENT

The 2008-2009 church year was marked by the stirrings of subtle change, and highlighted by the completion of a long-range plan that will serve to focus our activities and efforts through the next five years. The very fact that we were engaged in a long term planning process also dictated the course of most of the past years significant events some of which are discussed below.

### **DRE Search**

Late in the summer of 2008, we received word from our (now former) Director of Religious Education (DRE), Marie Keifer; that she would be stepping down to pursue another career. Marie helped to grow and maintain our RE program for the previous five years, and graciously offered to stay on through December to allow UUCM time to appoint a DRE Search Committee. During the first few months of the church year, the dedicated and resourceful members of our Children's Program Committee, along with Marie's limited guidance, worked hard and allowed us to offer a full range of children's RE programs without any interruption.

One of the Council's first challenges was to appoint a DRE Search Committee. It has been expressed that our RE programs are a vital part of our congregational life, and the desire to have the program include a full range of intergenerational offering is understood. Therefore, the Council endeavored to assemble a Search Committee that was representative of our entire congregation.

Several months into the church year, guided by the fact that we were about to embark on a long range planning process, the results of which were likely have some bearing on the new DRE job description, members of the Children's Program Committee recommended that we hire an interim DRE to serve until December 2009. The rationale for this recommendation was to secure professional level support for the existing children's programs, and to allow the DRE search committee ample time to conduct their search. This recommendation was accepted by the Church Council. Based on the immediate needs of the children's programming, an Interim DRE Search Committee was appointed, a formal job description was crafted, and the job opening was posted. Following the application and interview process, the Interim DRE Search Committee made a recommendation that we offer the position of Interim DRE to UUCM member Kimberly Paquette. I am happy to report that Kim accepted our offer and became our Interim DRE starting in January, 2009. By all accounts, Kim has been a fabulous addition to our staff. Among other things, Kim is successfully managing our children's programming, actively participates in District training and events for area DREs (including youth events), and is helping our Children's Program Committee plan for the '09-'10 church year.

It should be noted that when the council accepted the recommendation that we seek an interim DRE, we believed that it would be in the best interest of the congregation to preclude the Interim DRE from eventually applying for the permanent DRE position. Several months later, during the April, 2009 Council meeting, that decision was reversed. The decision to reverse its earlier decision was based on the fact that Kim's performance as our Interim DRE has been superlative. It is the Council's belief that Kim would be an excellent candidate for the permanent position should she decide to apply for the position. A formal search for a permanent DRE will be conducted as planned. The search will include a public posting of the opening along with a formal interview process.

It should also be noted that there is a valid line of thinking that generally discourages congregations from hiring staff from within their own membership. The pitfalls of hiring from

within derive from the challenges that could arise in any employee/employer relationship, complicated by the fact that we are a religious and spiritual community that is compassionate about people's feelings and esteem (unlike many traditional corporate entities where employee feelings are less of a concern).

While some might advocate strict adherence to a policy of not hiring from within, others believe that the potential benefits to the congregation may be greater than the risk. As President, I recognize the potential problems that hiring from within may create. I also believe that our current Council members are similarly aware of the risk that may be involved. While I acknowledge the concerns that have been stated numerous times over the years, I also believe that highly successful staff members may very well exist among us.

In the event the future presents us with an opportunity to consider a member for any hired position, I hope that all parties are diligent in recognizing and discussing the risks, that all parties ask all the hard questions, and that our lay leadership as well as the entire congregation adheres to formal and practical due process in all hiring matters. It would be nice to believe that we could function successfully on verbal agreements and a handshake, but that is not realistic or prudent. As long as we agree to conduct ourselves in a professional, open and honest manner, and above all else, get all hiring agreements in writing, the potential risks will be minimized as best they can.

During the 2006-2007 church year, UUCM wisely appointed a Personnel Committee. Our Personnel Committee (comprised of Mary Vallier-Kaplan, Dan Rothman and Sandy Frades) have done a terrific job crafting letters of agreement, researching compensation issues, developing personnel policies and making recommendations on all hiring matters. Since much of their important work goes unnoticed by the majority of the congregation, I would like to highlight their efforts and accomplishments, and thank them for their many valuable contributions.

### **Capital Campaign**

At last year's annual meeting (held on June 1, 2008), the congregation voted to approve to formation of a capital campaign. In the early fall of 2008, Carol Hess accepted the Council's invitation to chair the capital campaign. On behalf of the congregation, I'd like to thank Carol for agreeing to accept this gigantic task.

The capital campaign was intended, at a minimum, to raise funds to pay for repairs to a section of the original church building's slate and copper roof. The estimate for the repairs was approximately \$80,000. During the summer of 2008 a contract was signed with a roofing company, Therrien, to make these repairs. Roof repair work was initiated in the late fall, however, the onset of winter caused the work to be put on hold until the spring. Because the work was put on hold, the roofer did not invoice for the partial work that was completed, offering to invoice us when the work was completed in the spring of 2009. The continuance of the roof repairs were initiated in April and should be completed in May, 2009.

As many are well aware, the world and national economy has taken a nosedive which has impacted many of us. In light of this, the question of whether or not members of UUCM were prepared to embark on a major capital campaign during the 2008-2009 church year was asked. The reason for asking this question was based on the thinking that major capital campaigns should be relatively rare events and not undertaken lightly, nor for every \$10,000, \$50,000 or even \$100,000 project that happens to come along.

Capital campaigns should be rare opportunities to not only fund big things, but to serve as social and spiritual catalysts around which our all of our members and friends can come together and unite towards a stronger common bond. It was pointed out that while we might be able to raise much, if not all, of the required funds to pay for the roof, there was a good chance that current economic conditions would preclude a sizable segment of our membership from the opportunity to participate in this capital campaign event. Furthermore, there was the matter of the long range planning process that was not scheduled for completion until late spring of 2009. While one component of the capital campaign was the roof repair, it was hoped that any additional funds raised could be used to finance other projects, most of which would not be likely be identified until the completion of the long range planning process.

Given the fact that funds sufficient to pay for the contracted roof repairs already existed in our Endowment accounts (and could be borrowed if necessary), and the desire to wait until the completion of the long range plan before setting a goal for the capital campaign, the congregation voted at a special meeting in February, 2009 to postpone the capital campaign until the 2009-2010 church year. With any luck, the economy will have improved. More importantly, we should have a better idea of what we would like to fund in terms of capital needs based on the outcomes of the long range plan. In any event, I am sure that postponing the capital campaign will prove to be beneficial to all.

### **Long Term Planning**

During the past church year, UUCM participated in a long term planning event that was designed to outline and map our major actions and new initiatives for the next five years. Leading us in this process were Sandy Frades, Ellen Groh, Jan Lint and Lynn Lippitt. Thank you Sandy, Ellen, Jan and Lynn for your many, many hours of hard work! The work is detailed in a stand alone report and I encourage everyone to find a copy of the report and spend some time reading through it.

Many of us participated in numerous meetings, discussions, Q&A sessions and presentations and everyone had ample opportunities to hear, and be heard on every aspect of church life. Professional strategic planners always say that the first step in getting anywhere is figuring out where it is that you want to go. Once you have that figured out, then you can focus on how to get there. So, while our long term planning process may be taking on the appearance of winding down, we should resist the temptation to begin our coast into the next five years. Rather, the plan requires that we revisit the work on a regular basis, reviewing our goals and progress, and updating our needs as they continually evolve. Figuring out where to go is just the first step. The majority of the fun is getting there. And with any luck and our hard work, the “there” will continue to stay several years ahead of us which anyone can see will guarantee perpetual fun! Yee-haa!

### **Summary**

UUCM enjoyed a year of strong and active participation in nearly every facet of church life that I can recollect. Ferry Beach, Sunday and holiday services, children’s programs, frequent social events, the Holiday Fair, long range planning events, and the spring auction just to name a few. Our capacity to provide high quality pastoral care to those in need, and the need is frequently present, continues to amaze me. The strength of our membership is great, and while we saw the need to pare our budget for the next year, our future is bright.

The best part about being President was getting to meet so many different members. During a recent Sunday service, I sat towards the rear of the sanctuary so I could get a better view of everyone else. As I gazed around looking mostly at the backs of heads, I was delighted to discover that I knew the first names of almost everyone in the sanctuary. Mostly “regulars” but many others who have just recently become members. I saw one family that I didn’t recognize at all, but by the time I left coffee hour, I had managed to meet them as well.

Aside from minor financial hurdles (which we always seem to manage around), one recurring challenge I have observed is the occasional reluctance of members to accept leadership roles. There are nearly always plenty of folks willing to take on the work, and then some, but fewer of us are willing to be recognized as the chairperson of whatever it is that we are doing. And believe me, I can understand why. I suppose that’s ok because the important work always seems to get done. But it’s the personal gain from serving in a leadership position that many of us are missing.

This is the first year in as many as I can remember that the President of the congregation is only serving a one year term. This was intentional, with the desire to move us towards the lay-leadership model of serving on our council followed by one year as vice-president, then one year as president. Now that my one year is nearly over, all I can say is phew! And Thanks.

Respectfully submitted,  
Jim Bannon

## TREASURER

### Income

Pledge income is a few percentage points below plan, primarily because of the poor economy's effects on a few people in the congregation. But fortunately, total income is near budget because rentals and fund raising have been better than expected.

Plate collections are close to budget, and we have shared over \$5,300 from the collections with nearly a dozen causes, many serving our local community.

### Expenses

Most expense categories are near their budgeted amounts. But the Director of Religious Growth budget is under spent about \$10,000 because of fewer hours and an interim position after Marie Keifer left for full time work early in the church year. This savings allowed the church to make an unbudgeted payment of one-half our District dues. The savings also helped balance off the below-plan pledge income.

We did make our full annual payment or \$5,504 to the Endowment Trustees for the painting loan. This was the fifth annual payment on the 10-year loan.

### Current Cash Assets (as of 05/13/2009)

Operating Account:	\$ 21,478
Revolving "Holding" Account:	\$ 7,117
Advance Pledge Account:	\$ 4490
Partner Church Account:	\$ 175

### Summary

We have had a stable and successful year despite the very uncertain economy that has affected many other churches more severely.

Thank you to all who support our church financially and through the generous donation of your time and talents.

Respectfully submitted,

Dick Danzinger,  
Treasurer

## **FINANCE COMMITTEE**

The Finance Committee quietly did its thing: keeping our employees paid and the doors open. Much of its work is done in the background, with our Treasurer, Dick Danzinger, aided by Cyndy, attending to most of the daily details. John Shonle serves as the Assistant Treasurer, handling the money for special occasions, such as the Holiday Fair and the Auction. One important task that is just behind us is the preparation of a proposed annual budget that is presented at the annual meeting. We are very grateful for the Stewardship Team who did a heroic job in raising enough money for what really needs to be done in 2009-10, given the difficult financial times that we are experiencing. While we did not raise enough to meet all of our requests, there is enough to keep us going.

We would really like to have two or three new members on our committee, as most of us have been on for eight or more years. You do not need a financial background: just common sense and an interest in seeing our church stay open. We would especially like to have a person-oriented member who could see that our fundraisers are staffed and scheduled.

John Shonle, Chair

## TRUSTEES

As of May 5, 2009 the total value of the UUCM endowment is \$171,610. The total includes \$6,300 in advance contributions to the capital campaign expected to be run in the 2009 – 2010 church year.

The endowment is currently invested as follows:

Investment	Amount	% of Total
<b><i>Fixed Income Investments</i></b>		
UUCM Painting Loan Balance	\$23,829	13.89%
NH Community Loan Fund	\$2,000	1.17%
Vanguard Inflation Protected Securities (TIPS) Fund	\$9,811	5.72%
Vanguard Prime Money Market Fund	\$99,795	58.13%
Edward Jones Money Market Fund	\$5,042	2.94%
Subtotal	\$140,477	81.85%
<b><i>Equity Investments</i></b>		
Neuberger Berman Socially Responsive Fund	\$5,289	3.08%
Parnassus Equity Income Fund	\$6,230	3.63%
TIAA-CREF Social Choice Equity Fund	\$5,422	3.16%
Winslow Green Growth Fund	\$2,864	1.67%
Vanguard Total International Stock Index Fund	\$7,578	4.42%
Subtotal	\$27,383	15.96%
<b><i>Commercial Real Estate Investments</i></b>		
	\$1,474	0.86%
<b><i>UUA Funds (Restricted Principal)</i></b>		
Phoebe A. Lovejoy & Persis L. Putnam	\$2,276	1.33%
Grand Total	\$171,610	100.00%

The Trustees are currently holding more in cash (money funds) than normal because we are expecting a request from the church to borrow about \$80,000 to pay for roof repair that will be completed this spring. To meet the roofing need, we moved the bulk of investments from stocks to money funds early in January 2008. Because of this, the endowment has weathered the economic downturn very well.

In December 2008, the Trustees ran a Holiday Appeal for the endowment. A total of \$4,680 was received in 36 gifts from 55 people. We thank all who made the UUCM endowment one of your holiday giving priorities. We also thank Rick Davis, Linda Goodman, Erna Johnson, and Joe Pollock who provided wonderful entertainment for those who contributed.

Growing the endowment insures UUCM's future and provides for major maintenance like the current repairs to the roof. According to the UUA's financial experts, our endowment is less than half as large as it should be for a church of our size and potential. This is why the Trustees strongly encourage members to consider the church in their estate planning.

Bob Baker, John Miller, and Dick Danzinger served as elected Trustees during the year. John Shonle represents Finance, and Jim Bannon is a member in his position as President of the congregation.

Dick Danzinger  
For the Trustees

## STEWARDSHIP

This year was the 2<sup>nd</sup> of the three-year demonstration project of the new UUA Stewardship program called Forward Through the Ages (FORTH). Details are available on the UUA website <http://www.uua.org/leaders/leaderslibrary/forwardthrough/27462.shtml>.

Based on our FORTH experience last year, we made a number of improvements to streamline and tailor the Annual Budget Drive for UUCM.

- Stewardship committee was fully staffed and chaired.
- Conducted pledge drive in March. Last year's April drive was too late and did not conclude before the annual meeting.
- Improved training for stewards to address issues encountered during last year's drive.
- Created teams of stewards, each team reporting to a Captain, which eased the burden on the Committee. It was heartening to find that most of our stewards from last year volunteered to repeat this year.
- Adhered to the FORTH directive, assigning 4 pledges to each of the 26 stewards. We personally contacted/visited all who pledged last year (107). We sent pledge packets to all others in the directory (103). Last year we personally attempted to contact all 210 families in the directory, and the responses to that effort guided our steward assignments this year.

### Results of the Annual Budget Drive

- The response: We were encouraged to find that almost half (53) pledges saw modest increases, while only 11 pledges decreased. In this uncertain economy, Stewardship is most thankful for the generosity of those who pledged this year.
- The bottom line: The goal for this campaign was \$167,000, based on the draft budget. The worsening economic downturn had a negative effect. With nearly all pledges in, we anticipate that pledges will only slightly exceed those of last year (\$137,000). As of May 5, we are short about \$4,000 but are confident that the remaining few pledges "are in the mail." It is a notable accomplishment that we achieved parity with last year, something that many other churches in our denomination have not even come close to.
- The process: As one of the demonstration churches for the FORTH project, our input is valuable in helping Wayne Clark to revise and tune this project. UUCM will provide feedback to Tamsin Kemos, our UUA consultant on this project. And we will further refine the UUCM process based on this year's experience.

### Goals for 2009-2010

- The FORTH expectation is that the one-on-one meetings foster community and build contacts, and that the completion of the pledge form is only one component of the visit. In many cases we have found this to be true; however there are a number of pledgers who absolutely do not want to meet. They already know what they will pledge, and are already involved in the church community and have ample opportunity to have their voices heard. Given the relatively small size of UUCM, we will be able to refine our efforts to optimize stewards and pledgers time.
- Stewardship will work closely with Capital Campaign Chair (Carol Hess) to integrate our efforts for a unified drive in spring 2010, building on the structure and results of this year.
- As in the past, we are concerned that there are still members who do not pledge. While we are always respectful of people whose financial situations make it difficult to pledge, one objective of next year will be to find an effective way to communicate the importance of pledging in helping us set realistic budgets for annual expenditures.

The Stewardship Committee was comprised of Nancy Danzinger, Carol Tingleff, Leslie Bennett, Nancy Baker, John Shonle, Carol Hess and Dona Eaton.

The Stewardship Committee gratefully acknowledges and thanks everyone who assisted with this year's annual budget drive. Stewards were: Jed Callen, Carol Hess, Heather Bierschenk, Peter Lippitt, Graham Smith, Dona Eaton, Leslie Bennett, Ruth Heden, Jim Bannon, Carl Olsen, Carole Treen, Bob Baker, Mark Schwartzberg, Eric Soederberg, Dave Wheeler, Rick Davis, Jean Lovely, Mikael Rolfhamre, Peggy Stokes, Audrey Frazier, Dana Marangi, Marty Miller, Rex Lint, David Goldsmith, Sue Deschenes, Jan Lint.

We are grateful to the many Members and Friends who responded to this year's campaign (listed below, as of May 7, 2009). Your ongoing support makes UUCM the vibrant beacon in our lives, and the greater world.

Respectfully submitted,  
Dona Eaton

Aborn, Harriet	Lavine, Michael & Kimberly
Adams, Alison & Mike	Lint, Jan & Rex
Adams, Patricia	Lippitt, Peter & Lynn
Baker, Robert & Nancy	Liscord, Barbara & Paul
Bannon, Nancy & Jim	Livoli, Barbara & Paul
Barrett, Anastasia & James	Lovely, Jean
Bennett, Scott & Leslie	Maloney, Deborah D & Neil F
Berntson, Patricia	Manners, Penny & McGrath, Patricia
Bierschenk, John & Heather	Marangi, D & Forsman, D
Bingham, Elise & Robert	Martin, Katherine
Bradley, Maureen	Mattson, Elissa
Brown, David & Jane	McLeod, Sylvia
Burke, Cathy & Rolfhamre, M.	Miller, John & Marty
Carvill, George & Weiss, Ellie	Minassian, Sema & Jack
Center, Barbara.	Moulton, Marceline S.
Coakley, Lynn	Nelson, Pat
Coleman, Carolyn	Nieuwejaar, Jeanne & Olav
Collette, Patrick & Donna	Olsen, Carl & Susan
Conley, Amy & Michael	Opre, Steven & Camilla
Danzinger, Dick & Nancy	Paquette, Kim
Davis, Rick & Jackie	Parker, William & Kathleen
Dean-Valdez, Kimberly	Ponsart, Jacalyn Joy
DeMichael, Elise	Riley, Donna & Nevrla, Marty
Deschenes, Susan	Rogers, Debess
Durham, Susan	Rogers, Nancy & Russ
Dyke, Fred & Patricia	Rothman, Daniel & Lisa
Eaton, Dona & Bob	Rounds, Kristen
Fayre, Judy & Gail	Scarano, Gino & Anne

Ferency, Steve & Jacquie	Schmitz, Pat
Formby, Leslie	Schroeder, Linnea
Foster, Elizabeth & Robert	Shelley, Elizabeth
Foulkes, Ben & Bonnie	Slattery, Christine
Frades, Sandra	Smith, Barbara & Graham
Fraizer, Audrey	Smith, Shirley & Shonle, John
Frank, Jon & Kemp, Ginny	Soederberg, Eric & Beth
Goldsmith, David & Anne	Spaulding, Stephen
Goldwater, Catherine	Springer, Lou & Sandy
Goodman, Linda & Joe Pollock	Stearns, Peter & Nan
Groh, Ellen	Stokes, Peggy
Guilfoyle, Joseph & Maureen	Thomas, Dianne & Matt
Harris, David & Edith	Tingleff, Paul & Carol
Head, Thomas & Nancy	Towner, Erline
Heden, Ruth Sophia	Treen, Carole & Robert
Hess, Carol & Callen, Jed	Turcotte-Smail, Michelle and Garon
Higgs, Bryan & Linda	Vallier-Kaplan, Mary
Hoye, Jeffrey & Meghan	VanKanan, Irene & Michael
Iannuzzelli, Nancy & Ray	Verrill, Richard & Sharon
Johnson, Erna	Wheeler, David
Jones, Joan & Nolan	Wight, Jen
Kelly, Ann	Winberg, Betty
Kolb, Alice	Woodman, Janice
Kuftinec, Sasha & Schwartzberg, Mark	Zadravec, Nancy
Lafleur, Sandra & Thomas	Zambroski, Judy & Richard

# LONG RANGE PLANNING TEAM

## ACCOMPLISHMENTS

### **The Beginning:**

In the spring of 2008 during a congregational workshop, the District Consultant facilitating the workshop, Mary Higgins, felt that a long range plan would benefit our church. The Council identified two co-leaders and charged them with developing a long range plan. The workshop that started this endeavor was held right after our Minister, Reverend Barbara McKusick Liscord, returned from her sabbatical. The Council asked that we prioritize our Minister's time as part of the long range planning effort.

Since our roof needed to be repaired and a Capital Campaign was in the offing, the LRP Team was charged with coming up with a list of things to do if the Capital Campaign raised more money than was needed to repair the roof.

### **Searching for the Future:**

The congregation participated in visioning for the future at the LRP Kick-off meeting in October 2008. We asked questions to find out what our dreams were for UUCM.

Tamsin Kemos, our UUA Consultant, led the LRP Workshop in November 2008. We divided into small groups and participated in an exercise to generate a Mission Statement and identify activities and goals for UUCM. On Sunday the facilitators from the Workshop combined all the mission statements into one. This new Mission Statement approved by the congregation on February 1, 2009.

### **Prioritization of Goals and Activities:**

The LRP Team consolidated and organized the data from the LRP Kick-off Meeting and the LRP Workshop and generated a list of Goals and Activities. About 77 people attended both events (58 different people).

The congregation was given an opportunity to help prioritize what's important to us at UUCM by voting for their "favorite" activities.

### **LRP Gatherings:**

Gatherings were held for the following topics: Worship & Music, Lifespan Religious Education, Community Within, Community Outreach, Denominational Connections, and Growth/Space. The purpose was to discuss in more depth the possible goals and activities for the particular area. The LRP Team met with committees, groups, staff, and individuals that would be responsible or were stake holders in the activities. We broke down the activities into measurable tasks and made sure that the goals and activities fit into current plans. And finally we got concurrence with those that would be responsible for implementing the plan.

### **Developing the LRP Document:**

The LRP Team put together a 5-year plan based on the input provided.

The LRP document is organized as follows:

<u>No.</u>	<u>Section Name</u>	<u>Description</u>
2	<b>Executive Summary</b>	Summarizes each of the major sections for a quick review of the plan.
3	<b>Council Actions</b>	Compiles the recommended actions for the Council that are contained in this plan.
4	<b>Worship &amp; Music</b>	Goals and activities that relate to worship, music and other spiritual experiences.
5	<b>Lifespan Religious Education</b>	Goals and activities that relate to Children's Programming, Youth Programming, and Adult Religious Education.
6	<b>Community Within</b>	Goals and activities that relate to caring for and nurturing ourselves such as Membership, Finance, Socials, Pastoral Care, and Small Group Ministry.
7	<b>Community Outreach</b>	Goals and activities that relate to social justice and reaching out to the community.
8	<b>Communications</b>	Goals and activities that relate to internal and external communications.
9	<b>Denominational Connections</b>	Goals and activities that relate to our connections to the Unitarian Universalist Association (UUA) and the Northern New England (NNE) District.
10	<b>Growth &amp; Facilities</b>	Goals and activities that relate to growth and to improving, renovating and adding to our space including the sanctuary experience, classrooms and office space, audio/visual improvements, and other items.
11	<b>Capital Campaign</b>	A list of possible improvements to spend our capital campaign money on.
12	<b>Minister's Priorities</b>	Areas that the Minister might focus on.
13	<b>Process to Monitor and Evaluate Annual Goals</b>	Description of how to track progress against the plan and update the plan each year.
	<b>Appendices</b>	Supporting data, notes, and reports.

Sections 4 through 10 and section 12 also describe the current state of the topic.

### **Communications:**

The LRP Team tried to keep the congregation informed about what was happening on the project via the newsletter, announcements, and the website. A member of the LRP Team was at every Council Meeting this year to brief the Council on the LRP status. As the LRP Document neared completion, the Council was briefed on its contents in April 2009. During the May 10<sup>th</sup> Sunday service, the LRP Team performed a skit that highlighted the contents of the LRP document for major areas. We also provided a briefing of the possible facility enhancements. This was repeated again on the evening of May 17<sup>th</sup>. The document is now on the UUCM website.

### **Accepting the LRP Document**

The LRP will be voted on at the Annual Meeting on May 31, 2009. The vote is simply to acknowledge the existence of the document and to accept it as a guideline for UUCM to work from in the coming years.

### **PLANS AND RECOMMENDATIONS FOR NEXT YEAR**

In June 2009, the Council should form a Growth & Space Team to present the options for growth and space to the congregation so that the congregation can make an informed decision (at a congregational vote in November 2009) on what should be on the Capital Campaign List.

Have fun implementing the great plans in the LRP document!

**LRP Team: Sandy Frades (Co-Chair), Ellen Groh (Co-Chair), Jan Lint, Lynn Lippitt**

## MEMBERSHIP

Committee Members are Leslie Bennett, Barbara Center, Kim Dean-Valdez, Dona Eaton, Ellen Groh, Kim Lavine, Barbara Smith, David Wheeler, Jan Woodman and Nancy Danzinger - chair person.

Team work was once again the theme and approach of this year's committee.

We continue to make a decided effort to welcome newcomers on a personal basis before and after our church service. Hopefully this effort will help newcomers feel welcome and included in our church community.

We offered the Newcomer/ Friend Orientation and the Pathway to Membership class in the fall and late winter. We cancelled the late winter sessions due to conflicts and lack of interest. In early April, Rev. Barbara called and asked several newcomers and friends if they were ready to become UUCM members. I met individually with several prospective new members in an effort to give them a mini Pathway to membership class. It has become clear that we are sitting on the cusp of being a small pastoral congregation and a mid size church. The extra TLC encouragement Rev. Barbara gives to prospective members seems to seal the deal in regards to UUCM membership.

We have offered to the UUCM congregation several Pot Lucks - Sunday Luncheons and Friday and Saturday Dinners with childcare available - in effort to build a closer UUCM community. 2 New Member Celebrations were scheduled on the Saturday evening Pot Luck Dinners.

We offered Circle Dinners in January 2009.... again in an effort to build good UUCM community relationships. Each host family provided the main course and the guests coming to a particular circle dinner provided appetizers, wine, bread, salad and dessert. The Circle Dinners were well received and so a second offering occurred on April 18<sup>th</sup>. We are planning to offer 3 Circle Dinner dates next year.

It became clear to us that Harriet's shoes were too big to fill, so we switched gears in regards to the Sanctuary and Garden Door greeters. In January we created Rotating Sanctuary and Garden Door greeter groups. So far this idea seems to be working well. Members of our committee continue to staff the information table each Sunday.

We have had several newcomers and new members ask if additional classes are offered regarding Unitarian Universalism. We have decided to offer Building your own Theology in mid January 2010. Dick and I will lead the class along with an additional team of two ....yet to be determined.

In October 2008 we updated our membership rolls and reported a total membership of 211 to the UUA 1/30/09 with an additional 9 new members to date thanks to Rev. Barbara. We have welcomed 10 new members this year. They are Alison Adams, Pat Bernston, Karina and Erik Bertrand, Elise DeMichael, Kevin Ferguson, Deb Maloney, Nan Stearns, Michelle and Garon Turcotte-Smail,

New UUCM members are especially welcome to join the Membership committee. Often new members know best what makes newcomers feel most welcome.

The membership committee will continue to meet the challenges of change as we enter another church year. Although, we are a large committee, we work well together with many hands lightening the work load. Such great team work! Many thanks to you all

We encourage everyone within our church community to welcome our new members, friends and visitors openly.

We welcome your comments.

Respectfully submitted,

Nancy Danzinger  
Membership Committee Chair

## PROPERTY

During the past Church year the following were active members of the Property Committee: Pat Collette, Dick Danzinger, Bob Eaton, Claudia Everest, John Miller, John Shonle, Paul Tingleff & Graham Smith. John Miller and Graham served as co-chairs.

The committee meets as needed informally on Friday mornings as part of the "Friday Guys" activities.

The following tasks were accomplished during the past 12 months:

Organized fall and spring cleanups.

Shoveled snow and removed ice from emergency exit

Generated income via "Friday Guys" work donation at auction.

Assisted with inspection of fire detectors and extinguishers.

Regularly monitored operation of lift and emergency lighting

Arranged for snow plowing

Extended the cement floor in the storage area of the basement

Evaluated roofing contractors and chose Therrien, Inc.

Monitored progress of Therrien. The contracted repair area was completed May 2009.

Applied donor plaques to donated chairs

Completed installation of granite curbing in front driveway

Changed light bulbs way up high in the Sanctuary.

Participated in long range planning sessions.

Changed signs on Wayside Pulpit each month

Repaired the flagpole, so that wind will not pull it out of the socket.

Responded to requests from Minister, DRE and various committees

Some tasks no doubt have not been mentioned above, and surely some people who helped have not been mentioned. We are blessed with a Congregation of willing workers. Thanks to all who pitched in!

Looking forward to next year, we will re-plaster the staircase leading to the tower and the hole in the Sanctuary wall once the roof repair has been tested by a heavy rainfall. Remaining areas of the basement will be paved. Repairs and improvements to the Founders (fireside) Room are also planned.

## WORSHIP

The Worship Committee's duties include support for the Minister in planning worship services, arranging for the sanctuary to be ready for services (sound, preparation of the worship space, putting out the signs at parking areas, etc.), providing quality worship experiences on the Minister's Sunday off, and offering support for the music program in general and for such special services as the annual Holiday and Music Sunday services.

This year the committee has spent considerable time assessing and addressing (as best it can at this point) the issue of Emerson as an extension of worship space on Sunday mornings. We've worked with Long Range Planning to develop ideas for better use of the space.

We've worked with Rev. Barbara on some elements of the worship service including trying some new choral responses and streamlining announcements. The Thanksgiving and Easter 8:30 am services were better attended this year and clearly fill a need for some members of the congregation who either prefer an earlier service or can't attend the later service on a holiday weekend. The Easter service this year, held in Emerson, was both very well received and well attended. Using the space in Emerson for small services where an alternative seating pattern is conducive to worship was a helpful, positive experience in planning for effective worship. A worship service celebrating the Winter Solstice was planned, but cancelled due to a snowstorm. We hope to add this service to the programming next December.

The sermon seminar program continues to fill the pulpit on many of the Minister's Sundays off. Participants this year were: Mike Lavine, Linnea Schroeder, Lynn Lippitt, and Ginny Kemp (who will offer her service next fall). Also, Cathy Goldwater led a service featuring the work of our Welcoming Congregation committee, Nancy Baker gave a service on the theme of patience, and John Shonle offered a service, "God is a Verb." We enjoyed a pulpit swap with Peterborough as well. The committee is a committed and active one, so has been able to manage our responsibilities to fill the pulpit with interesting programming choices and an eye to keeping the budget under control.

Meditative chant services led by Amy Conley and Linda Goodman on Sunday evenings have been quite successful and will continue. The Vespers services may resume at some point, but are on hold for now. We are very appreciative of all that Linda Goodman does to extend worship experiences with programming like meditative chanting and vespers services, and we thank her particularly for her help with the music program.

The gift of an LDC projector has opened up the possibilities for worship experiences in the sanctuary and we are very grateful for this wonderful new resource.

This winter saw three Sundays of worship compromised by snow closings and we continue to discuss how best to serve the congregation when cancellations are necessary. This is part of our ongoing issue of how best to provide services with new technology. Being able to Podcast or post services to the website is an attractive option, but issues of confidentiality and the expense of new equipment are things we must address.

Ongoing issues for the Committee as we face growing attendance at worship services and the challenges of an aging facility have been: moving to two services for the most heavily attended Sundays, finding candles that best meet our needs for our chalice that are odorless and smokeless, seating arrangements for Emerson Hall, and the mechanics of our sound system.

Thank you to those who have helped with the sound system this year: Bob Baker, Bob Eaton, Dick Danzinger, and Rex Lint.

We welcome suggestions and comments about each worship service so that we can better plan for future services. Please contact any of our members with your feedback: Nancy Baker, Susan Deschenes, Linda Goodman, Mike Lavine, Carl Olsen, Linnea Schroeder, and Barbara Smith.

## MUSIC COMMITTEE

(This page was intentionally left blank for Linda Goodman's forthcoming report.)

## **PERSONNEL**

Members: Sandy Frades, Dan Rothman, Mary Vallier-Kaplan

We worked with the Director of Religious Education (DRE) as she defined the new position for a Nursery Supervisor.

We worked with the Council and the Children's Program Committee as they recruited an Interim Director of Religious Education when our former DRE resigned.

We responded to the UUA with UUCM data for their compensation survey. When we received the UUA survey results, we used this summary data to make recommendations to Council and the Finance Committee for our employees' compensation.

We reviewed the UUA Retirement Plan and the eligibility of our employees.

Goals for next year:

We are working to ensure that Personnel Policies and Procedures are documented. We intend that there will be on file for each employee a current Job Description, Letter of Agreement, and annual evaluation.

Respectfully submitted,

Dan Rothman  
Chairperson

## GREEN SANCTUARY

The Green Sanctuary committee took a break from church-related activities from Sept. – Jan., while members of the committee participated in campaign activities for candidates they considered to be best from an environmental point of view.

The committee arranged for a 6-session discussion group based on the Menu for the Future curriculum developed by Northwest Earth Institute. A copy of the curriculum was provided to the UUCM adult library.

Members of the committee worked with others to inform and educate UUCM members about the issues surrounding the PSNH Merrimack Station coal-fired power plant. They helped organize letter-writing tables and petitions on several Sundays during the year.

Green Sanctuary committee members took orders for environmentally-friendly cleaning products and paper products, after arranging to obtain these at a good price from a local merchant.

The committee began to discuss plans for a possible local production in Fall 2009 of the musical Hue Manatee's Quest, by James Durst. Information about this project was provided by Erna Johnson.

Reported by Cathy Goldwater, Chair

## WELCOMING CONGREGATION

The Welcoming Congregation committee planned a fantastic Service for a Sunday in March when Rev. Barbara was away.

The WC committee arranged for the purchase of a new rainbow banner to replace the old tattered banner.

Members of the WC committee worked with the Souhegan Interfaith Council to arrange for a showing of “For the Bible Tells me So”, followed by a discussion. UUCM hosted the event. The discussion groups were facilitated by Cathy Goldwater and Linnea Schroeder. 24 people from at least 6 different churches attended and participated in a very positive discussion.

Reported by Cathy Goldwater, Chair

## ADULT RELIGIOUS EDUCATION

The Adult Religious Education program is alive and well. This spring, we sponsored a class on Buddhism, led by Joe Guilfoyle, and “Painting the Word: Exploring Religious Art”, led by Nancy Baker. We are proposing an Adult OWL program and “The Practice of Ceremony” for the fall. Other classes for next church year might include more on living green, “Yeshua and Buddha”, “Examining the Sayings and Parables of Yeshua”, Native American religions, and Islam. We would like to have feedback on these ideas.

- Are these of interest?
- Should more than one course be offered at the same time?

These classes reflect the survey that I did last spring, the interests of the committee, and the availability of people to lead them.

Please let us know of other courses you would like to see presented, especially if you want to lead one!

Finally, we would like to have one or two more members on the committee. Being on the committee involves only the planning, scheduling and support of the classes: you do not have to present any of them (but that would of course be wonderful if you are so inclined).

John Shonle, Chair

## NEWSLETTER

This is the 3<sup>rd</sup> year that the UUCM newsletter has been delivered primarily via electronic means. The process is streamlined and straightforward, and newsletter notification is sent during the week preceding the first of the month.

### Improvements:

- Rev. Barbara established the Ministry For Earth section in response to the request that we place care for the earth at the center of our life as a congregation. Some of the articles in this section have included Sustainability & UU Movement, information on ethical eating (Menu for the Future class), links to actions that affect us (the PSNH Coal-fired Power Plant), and reduction of our carbon footprint (how to order green cleaning products).
- To increase readership, we now make more printed copies available at the Garden Door shelf. We will mention it in the Sunday announcements.
- Amy Blanchard has been assisting with editing the newsletter. This has been a tremendous help to me, especially when I am away during the end of the month. Many thanks to Amy, and I look forward to her growing contributions in the coming year.

### Plans for 2009-2010:

- We will continue to look for ways to attract new readers. Rick and I have been looking into newsletters from other churches.
- As initiated by the Long Range Planning process, we will work with the Communication Team to decide how to best use communication vehicles - the website, newsletter (online/printed), announcements, weekly email blasts – to disseminate information to our various audiences – regular churchgoers, irregular churchgoers, church visitors, seekers.

Dona Eaton,  
Editor

## WEBSITE

### Major activities and accomplishments:

Changed homepage format to reflect friendlier tone and include notices of important events.

Every week: updated homepage, announcements, and upcoming worship page.

Every month: updated newsletter.

Updated other pages as needed.

Added YRUU page.

Added Info for Sunday Helpers.

Added Shopping Fundraiser (has raised \$29.32 so far)

Implemented sign-up forms for Ferry Beach and the Auction.

Partial statistic: In April, 2009 we had 497 unique visitors to our website.

Rick Davis, Chair