

Annual Report

June 2, 2019

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UUCM Business Meetings Basics

Anyone who wishes to speak must use a microphone. This is an issue of accessibility for all persons.

Presentation:

The committee or group supporting the item will make a presentation. You may ask questions at any time during the presentation. Questions are for clarification and informational purposes. Do not speak for or against the proposal at this time. Please raise your hand from your seat, wait to be recognized, and wait for the microphone.

Motion:

The motion will be made at the end of the presentation, and will require a second from the floor. Once moved and seconded the moderator will state the motion. Discussion may now begin. Please line up at the microphone to speak. (If we have two microphones, one will be designated “for” the motion and the other “against” the motion. Speakers will alternate for and against.) Questions are also permitted at this time, and will be answered when asked. Please attempt to allow everyone who wants to speak to have a turn before speaking a second time. If you are not able to stand at the microphone to wait your turn, please raise your hand. The moderator will recognize you when it is your turn and someone will bring you the microphone.

Point of Privilege:

You may interrupt the current speaker at any time for a “point of privilege”. This is something that impacts the ability of members to participate in the meeting. Something like, you are not able to hear the speaker, the room is too cold, etc. Stand or raise your hand and declare a “Point of Privilege”. The moderator will recognize you as soon as possible, and your issue will be heard and resolved.

Amendments:

When it is your turn at the microphone, you may offer an amendment to the motion on the table. The amendment must be seconded. Members debate on the amendment. A majority vote will either accept or reject the amendment. Debate returns to the primary motion, either as originally stated or as amended.

Calling the Question:

When it is your turn at the microphone, you may “call the question”. This indicates your desire to end debate and move to a vote. A second is required. Debate on the motion stops and the moderator will take a formal vote to end debate. A 2/3 majority is required to end debate.

Call To Meeting

Notice is hereby given that a UUCM Congregational Meeting will be held on Sunday, June 2, 2019 in Barnum Hall at Noon or 15 minutes after the Worship Service.

Business to be transacted:

Hear the presentation of the Congregational Development Committee.

Elect Officers and Council Members-At-Large

Vote on members for the Congregational Development Committee and Trustees of the Endowment.

Congregational Vote to Approve 2019-2020 Operating Budget

- Copies of the budget under consideration are available on the Congregation's website, in the church office, and have been sent by email/standard mail to members.

Hear reports of officers and of any committees that may report to the meeting and take any actions that seem appropriate.

Other business that may properly come before the meeting.

Please bring a sack lunch to the meeting. Beverages will be provided.

Childcare will be provided for the youngest children.

In order to vote at the meeting, you must have signed the UUCM Membership Book and become a member of the congregation. If you would like to become a member, please contact Rev. Carol Strecker.

Other items of business to be presented for congregational vote:

1.) Bylaws Amendment: ($\frac{2}{3}$ majority required)

The Governing Body of UUCM has voted unanimously to change its name from "Church Council" to "Church Board", to bring our organizational language in line with other member churches of the UUA, for clarity and ease in communication. Shall the Bylaws be amended as necessary to change all references to our Governing Body from "Church Council" to "Church Board"?

2.) Membership in UUAction NH: (simple majority required)

Shall UUCM become a member congregation in the social justice organization UUAction NH, with membership dues to be raised from plate collections?

Agenda

Please note: This is a 95-minute agenda. Please stay focused on the topic at hand and aware of the time allotted. If a topic needs more time, we will need to extend the meeting.

Time allotted includes: Presentation, Discussion, and any required votes.

Time	Topic	Items Being Presented	Person/Group Presenting	Objective
5 minutes	Chalice Lighting/Reading Call to Order/Present Agenda	Meeting Agenda	Rev. Carol Strecker Marti Kennedy/Lynn Coakley	
5 minutes	Establish Quorum and Approve Minutes from Previous Meetings		Elise DeMichael, Acting Clerk	Establish Quorum for mtg; approve minutes from 6/2018, 10/2018 mtgs
10 minutes	Slate of Candidates	Candidates for Council, Trustees of Endowment, CDC	Graham Smith, CDC	Vote on officers/members of Council, Trustees of Endowment and CDC
15 minutes	Membership in UUAction NH	Follow-up question and answer session	Tristan Husby, Executive Director, UUAction NH	Vote on whether to become member congregation of UUAction NH, collect dues via plates
5 minutes	Green Sanctuary Report		Cathy Goldwater	Update on Green Sanctuary Recertification
5 minutes	Trustees' Report		Lynn Coakley, Trustees Chair	Update on Endowment
25 minutes	Annual Budget	2019-2020 Proposed Budget	Finance/Steve Opre, Treasurer	Discuss/vote on proposed budget
10 minutes	Bylaws Amendment	"Council" changing name to "Board"	Marti Kennedy, Acting President	Vote on bylaws amendment to reflect change in name of governing body
5 minutes	Mission Statement Revision	Revised Mission Statement	Marti Kennedy, Acting President	Present/affirm revised mission statement
10 minutes	Covenant of Right Relations		Ellen Groh	Follow up on survey results
If time avail.	Other Business			
	Adjourn			

UUCM Congregational Meeting - 28 Oct, 2018 – Draft Minutes

Quorum of 48 members: (30 needed to reach a quorum)

Chalice lighting by Sandy Frades;

Reading by Rev. Carol “Who is a Unitarian Universalist Minister?”

Welcome by acting president, Marti Kennedy and announcement of moderator appointment of Lynn Coakley for today’s meeting.

12:10PM

Meeting call to order by Lynn Coakley

Basic rules of Robert’s Rules of Order covered, Lynn

Brief announcement from Membership Committee (Dona), about coffee hour sign ups

12:14 - 12:48

Review of Financial Impacts of 5-year plan

And review of items discussed at the September 30th meeting, Alan Shirey - Negotiating Team; Leslie Bennett - Finance and Endowment: questions taken and answered

12:55 - 12:14 (20 minutes)

Motion and Discussion - Leslie, proposes motion

The congregation authorizes expenditures from the endowment of up to \$108,000 over 5 years for the purposes of compensating our full-time staff in accordance with UUA guidelines, and to extend an offer of employment to a new settled minister of up to \$67,000 in salary and housing and up to \$27,000 in benefits for the first year of this five year period.

Sandy Frades seconds motion

Questions taken and comments made in favor and against the motion

1:14PM

Discussion closed motion repeated and vote called by Lynn

Favor - 46

Nay - 2

Absentions - 0

Motion passed at 1:16PM

Adjourn at 1:17PM

Respectfully submitted,

Elise deMichael, acting clerk

UUCM Annual Congregational Meeting - Sunday, June 3rd - Draft Minutes

Call Meeting to Order: Rev. Carol Strecker

Establish Quorum & Last Year's Minutes: Scott Blanchard, Clerk of the Congregation

Establish quorum (20% of 148 members = 30)

55 members present

36= $\frac{2}{3}$ of quorum for motion to pass.

Approve last year's annual meeting minutes

Scott moves to dispense reading last years minutes

Bethany Poulin seconds

Steve Opre moves to approve last years minutes

Al Landeck seconds

55 Aye

0 Nay

0 Abstentions

The CDC's proposal to clarify the bylaws: Graham Smith, CDC

Graham moves:

The congregation will adopt the changes to the bylaws proposed by the Congregational Development Committee necessary to clarify terms of officers and council members at large.

Council unanimously recommends this proposal.

(Two-thirds majority of the quorum to pass)

Article IV – Church Council

Language as presented on UUCM Web Site (proposed deletions in ~~bold red strikethrough~~)

F. Length of Service: The President, Vice President, Clerk and Treasurer may serve ~~four (4)~~ consecutive one-year terms, in any combination of officer positions. No person may serve more than six (6) years in any combination of officer and/or representative positions with the exception that a person who is President in their sixth (6th) year may serve a (7th) year on the church council.

Representatives of the Church Council may serve ~~two~~ consecutive two-year terms. Upon the expiration of a full year after leaving office, the President, Vice-President, Clerk, Treasurer, and Church Council representatives become eligible for election to any office or Church Council representative position.

Proposed Language (proposed new language in **bold red**)

F. Length of Service: The President, Vice President, Clerk and Treasurer may serve **six (6)** consecutive one-year terms, in any combination of officer positions. No person may serve more than six (6) years in any combination of officer and/or representative positions with the exception that a person who is President in their sixth (6th) year may serve a (7th) year on the church council **as President**.

Representatives of the Church Council may serve **three** consecutive two-year terms. Upon the expiration of a full year after leaving office, the President, Vice-President, Clerk, Treasurer, and Church Council representatives become eligible for election to any office or Church Council representative position.

There are two changes proposed herein:

1. Clarify why a 7th year is allowable for the President.
2. Make eligibility consistent for officers and Council Representatives.

Proposal to change by-laws

As shown on UUCM Web site by-laws were never approved by a vote of the Congregation as far as I can determine.

Somehow term limits for officers were extended to six years, while council representative term limits remained four.

The proposal is to extend limits for council representatives to match officers (6 years).

A small change is included to define why the President could have an extra year.

Lynn Coakley 2nd

Vote on clarifications to bylaws

55 Aye

0 Nay

0 Abstentions

Elect Representatives

David Wheeler, Congregational Development Committee,

Vote for officers of the congregation, Council members at large, CDC, and Trustees

Council Officers (one-year term):

President: Tricia Jalbert (current president)

Vice-President: Marti Kennedy (new; currently completing Traci Lane's (Dorsey) term as Vice-President)

Treasurer: Steve Opre (current Treasurer)

Clerk: Scott Blanchard (previously member-at-large; currently completing Jeff Hoyer's term as Clerk)

Leslie Bennett moves to approve

Sue Dechenes 2nd

55 Aye

0 Nay

0 Abstentions

Council Members-At-Large:

New (two-year term):

Jeff Hoyer (previously Clerk)

John Dowd (new)

CDC nominates:

Erna Johnson (new)

**Returning (year 2 of two-year term):

Elise DeMichael

Candy Shirey

Bethany Poulin moves to vote

Scott Bennett seconds

55 Aye
0 Nay
0 Abstentions

Congregational Development Committee:

New: (1-year term)
Susan Dyke Deschenes (first term)
Bob Baker (first term)

**Returning:
Graham Smith (2nd 1-year term)
Nan Stearns (2nd 1-year term)
Donna Ryan (2nd 1-year term)

Graham moves that we make one vote of acclimation to approve the entire slate as there are no nominations from the floor

Bethany Seconds

55 Aye
0 Nay
0 Abstentions

Scott Blanchard casts vote of acclimation as no nominations from the floor, Bethany Poulin seconds, Slate for CDC is approved

Trustees of the Endowment:

Scott Bennett (new; 1st year of three-year term)

**Returning:
Lynn Coakley (returning; 2nd year of three-year term)
Dick Danzinger (returning; 3rd year of three-year term)

Scott Blanchard casts vote of acclimation as no nominations from the floor.
Bethany Poulin seconds, Slate for Trustees is approved

Proposed changes to the Endowment Policy

Alan Shirey, Trustee of the Endowment Moves that The congregation will adopt the changes to the endowment policy proposed by the Trustees of the Endowment. *(Changes previously discussed at Info Mtgs.; incl. in Annual Report, and copied from Call to Meeting - see below)*

Council unanimously recommends this proposal.

(Two-thirds majority of the quorum to pass)

Steve Opre seconds

Proposed budget for next year: Finance Committee
2018 / 2019 Budget Summary

Total projected income: \$207,380

Includes:

 Pledges of \$133,780

 Lower plate income \$11,500

Distribution from endowment of \$24,000
Additional fundraising activities \$4,000

Total projected Expenses \$241,606

Projected Overage (\$34,226) to be covered with operating reserve
-currently operating reserve exceeds \$50,000

Expense Highlights:

	<u>2017/2018</u>	<u>2018/2019</u>
Ministry, includes FT minister for 12 months and 2% COLA	\$100,621	\$112,200
Administration, includes dental insurance and 2% COLA	\$34,758	\$39,000
Property & maintenance, includes 2% COLA, reduced repairs and \$0 reserve contribution	\$38,440	\$35,920
Music, includes 2% COLA and small increase to music budget	\$16,043	\$16,771
Faith formation (RE)	\$2,475	\$2,150
Committees	\$1,100	\$1,100
Ministerial search (1x expense)	\$0	\$15,000
UUA	\$0	\$4,000
Plate share	35%	35%

Bethany moves to vote on budget as proposed from Finance Committee

Leslie Bennett seconds

54 Aye

0 Nay

1 Abstentions

Steve Opre, treasurer, moves proposal from Finance, \$24,000 draw from endowment to 18/19 budget

Council unanimously recommends this budget. $\frac{2}{3}$ quorum needed to pass

Alan Shirey seconds *****

Al Landeck moves to have entire budget conversation before voting on endowment draw

Eric Soderberg seconds

43 Aye

8 Nay

4 Abstentions

Budget conversation - question about business telephone cost, increase in salaries, benefits

Candy moves to strike 2% line item increase, as we look into whether bookkeeper line item is a double entry

Bethany seconds

Al Landeck moves to amend motion to approve council authority to approve line item and adjust accordingly, Bethany seconds

Graham suggest we change amendment to keep the sorting out of the 2% to "up to, but no more than the \$2500 discrepancy."

Scott Bennett amends motion moves to approve budget, as wages will not be overpaid if budget is in error, budget won't be exceeded.

Vote on amendment to budget

49 Aye

2 Nay

3 Abstentions

Vote on 24,000 from endowment

55 Aye

0 Nay

0 Abstentions

Vote on 2018/19 budget as amended

50 Aye

0 Nay

5 Abstentions

Presentation from the Symbols Task Group

Dona Eaton, Symbols in the Sanctuary Task Group

Sanctuary Symbols Committee Team: John Shonle, Fred Dyke, Bob Baker, Amy Conley, Betty Sweeney, Jamie Ferrier, Dona Eaton

Charter: "let people know who we are by including representations of our ideas and principles throughout the building"

Dona moves the following proposal from the symbols in the sanctuary committee

Bob Baker seconds

After looking at our entire church as well as area UU churches, where they found less decoration in sanctuary and more of the art & "advertising" in the lobby/public areas.

They are proposing to limit symbols in the sanctuary to one large chalice on the wall behind the pulpit, with no further ornamentation in there.

They reached out to John Weidman, sculptor, Dir. Andres Institute in Brookline to build a 36" weathered steel double ringed chalice sculpture, mounted through wall into granite Dedicated to Betty Winberg in gratitude for her generous \$386k bequest Cost \$3700-\$4500 from endowment

Note: the Trustees are on board to FUND this rather expensive, and worthy, project

They are also proposing we use the wall opposite the garden doors for a large poster of the chalice logo (in color) surrounded by several b/w icons/symbols of contributing faiths to UU. with a lucite holder on the wall containing a brochure/leaflet with info about UU and the other images, as a take away piece for members and new visitors to our church to learn more about who we are and where we come from.

Vote on metal chalice for sanctuary

55 Aye

0 Nay

0 Abstentions

Alan Shirey moves funding for chalice to come from final transaction and the closing of Betty Winberg estate

Graham seconds

55 Aye

0 Nay

0 Abstentions

Dona proposes 6x6 banner for garden door w/ source symbols of UUism and informational plaque/take away brochures explaining them

Lynn seconds

55 Aye

0 Nay

0 Abstentions

Dona moves we vote on funding for banner \$243, from misc line in operating budget

Candy Seconds

55 Aye

0 Nay

0 Abstentions

Presentation from the Lawn Signs Task Group:

Linda Higgs, Lawn Signs Task Group

Barbara Smith Seconds

Copied from May council minutes. Proposes to apply for a permit for a more permanent sign structure with changeable banners, that can be used for various purposes (social justice, committee specific advertising, etc...) Both signs will be maintained by the "Lawn Sign Task Force," and is supported by the membership committee. Banners will be hung on a frame, that can be installed into pipes in the ground, so as to be removable during winter. Steve Opre offered to build the frame, saving an estimated half off from the proposed \$775 cost. 2'x6" Banners can be printed locally

Sally proposed an amendment to make the proposed sign on one side of the wayside pulpit in lieu of adding another structure.

Dona seconds

7 Aye

48 Nay

0 Abstentions

Vote on proposal to erect larger sign

49 Aye

4 Nay

2 Abstentions

Linda Higgs moves to propose funding for proposal appx \$500 for frame and one sign money to come from marketing line item.

John Shonle seconds

49 Aye

2 Nay

4 Abstentions

Plea for 2-3 more people to join personnel committee.

John Shonle, Sandy Springer, and Bob Baker volunteer.

Move to adjourn: Al Landeck

Lynn Coakley seconds

55 Aye

0 Nay

0 Abstentions

Adjourn at 1:55

Respectfully Submitted, Scott Blanchard

Endowment Policy As referenced in Article VIII of the UUCM Bylaws

1. GENERAL

1. Definitions

1. The Endowment (“Endowment”) is defined as money or securities given to the Congregation for designated purposes or to provide income for the support of the Congregation. Memorial gifts and bequests are considered part of the Endowment unless the grantors explicitly state otherwise. Member pledges are not part of the Endowment. In case of ambiguity as to whether a gift should be considered part of the Endowment, the Church Council (“Council”, as defined in the UUCM Bylaws), guided by recommendations of the Trustees of the Endowment and the Finance Committee (as defined in the UUCM Bylaws), shall decide the issue.

2. Endowment Funds: Comprised of the General Fund and Building Fund, maintained in one investment account i.e. Endowment Invested Assets. The share of each is reported monthly by the Trustees.

3. Building Fund Principal: The market value of the Endowments Invested Assets, prorated to the share attributable to the Building Fund.

4. General Fund Principal: The market value of the Endowments Invested Assets, prorated to the share attributable to the General Fund

5. Benefactor: Any Person or Organization who gives money or property to support the UUCM Endowment.

6. Terms shall be defined in this document or in the UUCM Bylaws.

2. Purpose

1. The purpose of the Endowment is to furnish a stable financial base that will provide for a continuing Unitarian Universalist presence in the Milford area.

2. The purpose of the Endowment Policy (“Policy”) is to define the composition and election of the Trustees of the Endowment (“Trustees”), guide the Trustees in their management of the Endowment, and guide the Unitarian Universalist Congregation in Milford (“Congregation” or “UUCM”) in its use of the Endowment.

3. The Trustees of the Endowment

1. The Trustees shall consist of five members of the Congregation: three elected members, the President of the Church Council, and the Chair of the Finance Committee. A minister shall be an ex-officio member without vote.

1. The Congregational Development Committee will nominate one Trustee of the Endowment for the coming year. Election of Trustees will take place, by vote, at the annual business meeting of the Congregation, in accordance with Article III of the UUCM By- Laws.

Endowment Policy As referenced in Article VIII of the UUCM Bylaws

2. The terms of the elected Trustees shall be staggered, as determined by the *Congregational Development Committee*, so that only one Trustee shall be elected each year.

3. The elected Trustees may serve two consecutive three-year terms. Upon the expiration of a full year after leaving office, a former Trustee may be elected again. *An appointment of a Trustee to fill a vacancy shall not count as a term unless the length of the appointment is more than one year.*

4. A vacancy that occurs midterm shall be filled by vote of the Council for the remainder of the term of the vacated position.

5. The Chair of the Trustees shall be selected by the Trustees.

2. The mission of the Trustees shall be, *in the following order of priority*:

1. *To maximize the growth of the Endowment, while minimizing risk.*

2. *To encourage the Congregation to give, bequest, and otherwise support the Endowment.*

3. To recommend policy concerning the Endowment to the Council.

4. *To provide advice and consultation during development of the annual budget, with the specific objective of being responsive to current fiscal needs of the Congregation while continuing to support healthy fiscal policy.*

5. To invest when possible within socially responsible guidelines.

3. The Trustees are empowered to hold, sell, exchange, transfer, convert, invest, and, in all other respects, manage and control the assets of the Endowment, consistent with the terms described herein.

1. The Trustees shall meet at least quarterly to review the Endowment portfolio, to discuss any potential changes to the Endowment, and to vote on any proposed changes.

2. A quorum shall consist of three Trustees and a quorum must participate in any vote taken. A majority of the Trustees (three) shall carry any motion.

4. The Trustees shall generate/maintain the following records and reports:

1. A permanent record of all gifts (and any restrictions), bequests, and other Endowment assets and all provisions relating to them.

2. A written status report on the Endowment twice yearly to the Council and the Finance Committee, and a written annual report to the Congregation for the end of the year business meeting.

5. The Trustees may request that other members of the Congregation serve as advisory members and, at the expense of the Endowment funds, may provide for such professional counseling on

Endowment Policy As referenced in Article VIII of the UUCM Bylaws

investments or legal matters as they deem to be in the best interest of the Endowment.

6. Trustees shall not be liable for any losses that may be incurred upon the investments of the assets of the Endowment except to the extent that such loss shall have been caused by *a breach of the duty of loyalty*, bad faith or gross negligence. Each Trustee shall be liable for only her or his own willful misconduct or omissions and shall not be liable for the acts or omissions of any other Trustee. No Trustee shall engage in any self-dealing or transactions with the Endowment in which the Trustee has direct or indirect financial interest and shall at all times refrain from any conduct in which her or his personal interests would conflict with the interest of the Endowment.

2. ENDOWMENT FUNDS

1. Two Endowment Funds

1. The Endowment shall be composed of two funds, the General Fund and the Building Fund. The Trustees shall separately account for the two funds as well as recording gifts to and distributions from each fund.

2. All assets of the Endowment shall be held in the name of the Congregation.

2. Gifts

1. Gifts and bequests to the Endowment may be designated to either the General Fund or the Building Fund. Undesignated gifts shall be deposited to the General Fund.

3. Endowment Income

1. All Endowment Income shall be retained and reinvested except as noted below.

3. GENERAL FUND

1. Purpose

1. The General Fund may be used for any purpose to further the work of the church.

2. Distributions

1. Distributions from the General Fund shall conform to the following rules:

1. The General Fund shall be used only by a two-thirds vote of the members present at a business meeting of the Congregation in accordance with Article III of the UUCM By-Laws. Until such time as the General Fund is twice the operating budget for the year that the distribution will be taken, these distributions shall be in the form of a loan. When the General Fund reaches twice the operating budget, the distribution may be in the form of a loan or not.

2. *Annually, up to 4% of the prior 4 quarters average of the General Fund Principal, can be withdrawn in support of the Operating Budget. The final amount will be determined by the Church Council upon the recommendation of the Finance Committee and the Trustees, and Endowment Policy As referenced in Article VIII of the UUCM Bylaws*

subject to the Congregation's approval of the annual operating budget. This amount would not be considered a loan.

1. *The Trustees will gradually incorporate a 12 quarter average, with October 1, 2017, as the starting point.*

4. BUILDING FUND

1. Purpose

1. The Building Fund shall be used only to pay for major expenditures or additions or improvement, maintenance or repair projects related to the buildings and real property of UUCM, including the grounds, landscaping, and equipment. These expenditures shall be of such a magnitude that they (singularly or combined) cannot be covered by the operating budget.

2. Growth of the Building Fund

1. *Gifts may be made directly to the Building Fund.*

2. *When feasible, the Operating Budget should contain a line item with monies to be deposited to the Building Fund, subject to the Congregation's approval of the annual Operating Budget.*

3. *An excess in the Operating Budget at year-end may be deposited into the General Fund or the Building Fund.*

3. Distributions

1. Distributions from the Building Fund shall be by a simple majority vote of the members present at a business meeting of the Congregation in accordance with Article III of the UUCM By-Laws.

5. LOANS

1. Restrictions

1. Loans from either fund shall conform to the following restrictions:

1. *The loan request must come from the Church Council and must include a payback schedule, interest to be*

charged (if any), and an estimate of the impact of the payback schedule on the operating budget.

2. The payback schedule shall be modified or suspended only by a two-thirds vote of the members present at a business meeting of the Congregation in accordance with Article III of the UUCM By-Laws. Such modification or suspension shall only be effective for the church year in question, and *would need to be re-voted each year in order to extend.*

6. AMENDMENTS

1. The Trustees shall annually review and make recommendations to the Council for any changes

Endowment Policy As referenced in Article VIII of the UUCM Bylaws

changes to this Policy. This Policy may be amended, so far as allowed by law, or repealed at any business meeting of the Congregation. The Congregation shall have an opportunity to review any amendments or repeals prior to the meeting and the changes shall pass by vote of two-thirds (2/3) of the members eligible to vote under the provisions of Article II of the UUCM By-Laws who are present and voting.

7. OTHER

1. Distribution Exceptions

1. In the event of an emergency, declared by a vote of three-quarters of the members present at a business meeting of the Congregation in accordance with Article III of the UUCM By-Laws, distributions may be made that do not conform to the rules of the Funds. This emergency must be clear and immediate and the distribution must be in the best interests of UUCM.

2. Restricted gifts may be distributed when needed for use in compliance with their intent.

2. Restrictions on Gifts

1. It is intended that reasonable restrictions placed on any gift to either Fund will faithfully be followed. The Church Council, with a recommendation from the Trustees, reserves the right to reject any gift with restrictions not in the best interests of UUCM. Donors will be strongly encouraged to make gifts without restrictions.

3. Annual Review

1. The books will be reviewed annually by an outside Certified Public Accountant or a knowledgeable congregant who is not a member of the Trustees, such person to be appointed by the Council. A professional outside review is required no less than once every ten years, but may be waived by the Council. Any reports will be forwarded directly to the church council. The Trustees shall provide a written status report on the Endowment twice yearly to the Council and the Finance Committee, and a written account to the Congregation for the annual business meeting.

2. Any costs, if incurred, will be paid for from the Endowment Funds, as per section 1.3.5 of this document.

4. Anonymity of Bequests

1. The Trustees and Council acknowledge that for various reasons, UUCM Endowment Benefactors may want their gifts to remain anonymous, either completely or during their lifetime. If Benefactors wishes are expressed as such, the Trustees will make every reasonable effort to preserve that confidence, for whatever period of time it is requested.

Slate of Nominees

Officers (one-year term):

President: Marti Kennedy (new; currently serving as Vice President/Acting President)
Vice President: Scott Blanchard (new; currently serving as Clerk/Acting Vice President)
Treasurer: John Mika (new)
Clerk: Erna Johnson (new; currently serving as a Council Member at Large)

Members-At-Large:

New (two-year term):

Scott Maggs
Holly Horner

Returning (two-year term):

Candy Shirey

Congregational Development Committee:

Returning:

Graham Smith (3rd 1-year term)
Nan Stearns (3rd 1-year term)
Donna Ryan (3rd 1-year term)
Susan Dyke Deschenes (2nd 1-year term)
Bob Baker (2nd 1-year term)

Trustees of the Endowment:

Returning:

Dick Danzinger (3-year term)

Budget

	<i>Budget</i>	<i>Rev Carol</i>	<i>Settled Minister</i>				
<i>Item</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>	<i>2021-22</i>	<i>2022-23</i>	<i>2023-24</i>	<i>2024-25</i>
INCOME	\$241,380	\$235,320	\$225,062	\$225,825	\$226,612	\$227,423	\$228,257
PLEDGES	\$133,780	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
PLATE	\$11,500	\$11,500	\$11,500	\$11,500	\$11,500	\$11,500	\$11,500
RENTAL	\$8,500	\$8,500	\$8,500	\$8,500	\$8,500	\$8,500	\$8,500
FUNDRAISING & DONATIONS	\$25,700	\$25,700	\$25,700	\$25,700	\$25,700	\$25,700	\$25,700
Auction	\$11,500	\$11,500	\$11,500	\$11,500	\$11,500	\$11,500	\$11,500
Holiday Fair	\$9,500	\$9,500	\$9,500	\$9,500	\$9,500	\$9,500	\$9,500
Consign/On-Line/Toadstool	\$700	\$700	\$700	\$700	\$700	\$700	\$700
Other	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000
ENDOWMENT	\$24,000	\$34,720	\$25,462	\$26,225	\$27,012	\$27,823	\$28,657
SURPLUS FROM PREVIOUS YR	\$34,000	\$1,000	\$0	\$0	\$0	\$0	\$0
OTHER INCOME	\$3,900	\$3,900	\$3,900	\$3,900	\$3,900	\$3,900	\$3,900
EXPENSES	\$241,306	\$253,064	\$252,512	\$237,852	\$240,498	\$244,234	\$248,336
MINISTER PAY & BENEFITS	\$112,450	\$111,941	\$104,682	\$106,797	\$108,923	\$111,091	\$113,303
Salary & Housing	\$87,149	\$82,764	\$75,000	\$76,500	\$78,030	\$79,591	\$81,182
In Lieu of FICA	\$6,667	\$8,000	\$5,738	\$5,852	\$5,969	\$6,089	\$6,210
Retirement Base	\$8,715	\$8,576	\$3,750	\$3,825	\$3,902	\$3,980	\$4,059
Retirement Matching	\$0	\$0	\$3,750	\$3,825	\$3,902	\$3,980	\$4,059
LTD	\$955	\$1,029	\$900	\$936	\$955	\$974	\$994
Life Insurance	\$0	\$0	\$612	\$637	\$649	\$662	\$676
Health Employee	\$0	\$1,000	\$3,392	\$3,460	\$3,529	\$3,600	\$3,672
Health Dependents	\$0	\$0	\$2,506	\$2,556	\$2,607	\$2,659	\$2,713
Dental Employee	\$0	\$100	\$548	\$559	\$571	\$582	\$594
Dental Dependents	\$0	\$0	\$486	\$496	\$506	\$516	\$526
Ferry Beach	\$250	\$250	\$500	\$500	\$500	\$500	\$500
Salary Correction	\$0	\$3,000	\$0	\$0	\$0	\$0	\$0
Expenses	\$8,715	\$7,221	\$7,500	\$7,650	\$7,803	\$7,959	\$8,118
MINISTER SPECIAL EXPENSES	\$15,000	\$12,700	\$17,750	\$0	\$0	\$0	\$0
Minister Search	\$15,000	\$12,700	\$0	\$0	\$0	\$0	\$0
1st Yr Minister Conference	\$0	\$0	\$1,500	\$0	\$0	\$0	\$0
Moving Expenses	\$0	\$0	\$15,000	\$0	\$0	\$0	\$0
Start-up Retreat	\$0	\$0	\$250	\$0	\$0	\$0	\$0
Installation	\$0	\$0	\$1,000	\$0	\$0	\$0	\$0
Sabbatical	\$0	\$0	\$0	\$0	\$0	\$0	\$0
CUSTODIAN	\$5,720	\$5,832	\$5,947	\$6,063	\$6,182	\$6,304	\$6,428
Wages	\$5,610	\$5,722	\$5,837	\$5,953	\$6,072	\$6,194	\$6,318
Holiday Gift	\$110	\$110	\$110	\$110	\$110	\$110	\$110
PROPERTY	\$23,400	\$25,654	\$25,911	\$26,172	\$25,936	\$25,704	\$25,975
Property Insurance	\$4,000	\$4,080	\$4,162	\$4,245	\$4,330	\$4,416	\$4,505
Maintenance	\$6,800	\$6,868	\$6,937	\$7,006	\$7,076	\$7,147	\$7,218
Repairs	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Utilities	\$10,600	\$10,706	\$10,813	\$10,921	\$11,030	\$11,141	\$11,252
Maintenance Reserve Fund	\$0	\$2,000	\$2,000	\$2,000	\$1,500	\$1,000	\$1,000
ADMIN WAGES & BENEFITS	\$42,100	\$50,061	\$52,293	\$53,320	\$54,367	\$55,435	\$56,524

Administrator/Bookkeeper Wages	\$39,625	\$40,418	\$41,226	\$42,050	\$42,891	\$43,749	\$44,624
Holiday Gift	\$110	\$110	\$110	\$110	\$110	\$110	\$110
Professional Dues & Develop	\$600	\$600	\$600	\$600	\$600	\$600	\$600
Ferry Beach	\$250	\$250	\$250	\$250	\$250	\$250	\$250
Retirement Base	\$0	\$4,042	\$2,061	\$2,103	\$2,145	\$2,187	\$2,231
Retirement Matching	\$0	\$0	\$2,061	\$2,103	\$2,145	\$2,187	\$2,231
LTD	\$0	\$485	\$495	\$505	\$515	\$525	\$535
Life Insurance	\$0	\$330	\$336	\$343	\$350	\$357	\$364
Health Employee	\$1,000	\$2,630	\$3,283	\$3,348	\$3,415	\$3,483	\$3,553
Health Dependents	\$0	\$480	\$980	\$999	\$1,019	\$1,040	\$1,060
Dental Employee	\$515	\$549	\$548	\$559	\$571	\$582	\$594
Dental Dependents	\$0	\$168	\$343	\$350	\$357	\$364	\$371
ADMINISTRATION	\$11,590	\$12,811	\$13,075	\$13,351	\$13,641	\$13,944	\$14,262
Workers Compensation	\$1,400	\$1,400	\$1,428	\$1,457	\$1,486	\$1,515	\$1,546
Employer Payroll Taxes	\$3,990	\$4,661	\$4,897	\$5,145	\$5,405	\$5,679	\$5,966
Copier	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Office Supplies	\$500	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Computers & Software	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Mileage Reimbursement	\$200	\$250	\$250	\$250	\$250	\$250	\$250
Postage	\$500	\$500	\$500	\$500	\$500	\$500	\$500
Telephone	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
MUSICIAN WAGES & BENEFITS	\$16,321	\$18,560	\$18,349	\$18,644	\$18,945	\$19,252	\$19,565
Music Director Wages	\$14,178	\$14,462	\$14,751	\$15,046	\$15,347	\$15,654	\$15,967
Holiday Gift	\$108	\$108	\$108	\$108	\$108	\$108	\$108
Ferry Beach	\$250	\$250	\$250	\$250	\$250	\$250	\$250
Professional Develop/Workshops	\$525	\$990	\$990	\$990	\$990	\$990	\$990
Substitutes	\$660	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350
Soloists	\$600	\$1,400	\$900	\$900	\$900	\$900	\$900
MUSIC	\$450	\$450	\$450	\$450	\$450	\$450	\$450
Piano Tuning/Repairs	\$250	\$250	\$250	\$250	\$250	\$250	\$250
Sheet Music	\$200	\$200	\$200	\$200	\$200	\$200	\$200
RELIGIOUS EDUCATION	\$2,300	\$2,300	\$2,300	\$2,300	\$2,300	\$2,300	\$2,300
CYC	\$1,850	\$1,850	\$1,850	\$1,850	\$1,850	\$1,850	\$1,850
Childcare	\$150	\$150	\$150	\$150	\$150	\$150	\$150
Adult RE	\$300	\$300	\$300	\$300	\$300	\$300	\$300
WORSHIP	\$1,100	\$1,400	\$1,400	\$1,400	\$1,400	\$1,400	\$1,175
Supplies	\$500	\$500	\$500	\$500	\$500	\$500	\$500
Guest Speakers	\$350	\$650	\$650	\$650	\$650	\$650	\$425
Thematic Ministry Mat'ls	\$250	\$250	\$250	\$250	\$250	\$250	\$250
COMMITTEES	\$2,700	\$2,900	\$2,900	\$2,900	\$2,900	\$2,900	\$2,900
Council	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Finance/Stewardship	\$300	\$500	\$500	\$500	\$500	\$500	\$500
Membership	\$150	\$150	\$150	\$150	\$150	\$150	\$150
Hospitality/Coffee	\$700	\$700	\$700	\$700	\$700	\$700	\$700
New Programs	\$250	\$250	\$250	\$250	\$250	\$250	\$250
Communications	\$500	\$500	\$500	\$500	\$500	\$500	\$500
Marketing	\$500	\$500	\$500	\$500	\$500	\$500	\$500
DENOMINATIONAL	\$4,150	\$4,430	\$3,430	\$2,430	\$1,430	\$1,430	\$1,430

Partner Church Council	\$150	\$150	\$150	\$150	\$150	\$150	\$150
UUA/Region "Fair Share"	\$4,000	\$4,000	\$3,000	\$2,000	\$1,000	\$1,000	\$1,000
UUANH [from Plate Share]	\$0	\$280	\$280	\$280	\$280	\$280	\$280
PLATE SHARE	\$4,025	\$4,025	\$4,025	\$4,025	\$4,025	\$4,025	\$4,025
INCOME LESS EXPENSES	\$74	(\$17,744)	(\$27,450)	(\$12,026)	(\$13,886)	(\$16,812)	(\$20,079)
INVESTMENT COST	\$0	\$0	\$0	\$0	\$0	\$0	(\$107,998)

Assumptions To Keep Rev. Carol Another Year And Living To The 5 Year Plan:

- Pledges at current estimate of about \$150,000 and will be flat over the 6 year period
- Live with the \$108,000 taken from the Endowment over and above that allotted amount even though it is a 6 year plan
- Estimate \$1,000 surplus this year to carry over to next year. We may be able to increase this as we get closer to year end.
- Endowment monies not used this year are carried forward: for 2018-19 we assumed we will not use \$10,000
- Needed to reduce the UUA Share and increase the Property Reserve (also for arborist)
- We will move to retirement Matching Funds for Minister & Administrator when settled minister arrives
- Staff: 2% increase in salaries each year

General:

- Membership held constant over the whole period.
- UUA Benefit Guidelines: Met
- Staff: 2% increase in salaries
- Administrator: 35.5 hours including Bookkeeper
- Administrator: 34 years old with Dependent
- Endowment Income Increased by 3%
- Other: Same as 2018-19 except a few things increased: All Insurance, Maintenance & Utilities
- Stewardship, Music, Worship, and Admin. Supplies

Assumptions For Settled Minister:

- Settled Minister S&H: \$75,000
- For Small Congregation, Geo Level 5: This is 68% of range for 2019-20
- If UUA raised salaries by 1.8% like this year:
- For Small Congregation, Geo Level 5: 63% of range for 2019-20
- For Benefits, assumed a Settled Minister 40 years old with dependents

Ministers Report

Nobody was more surprised than I was to learn that you weren't going to have a candidate for this spring. I have so much confidence in your Search Committee that I was certain they'd find a minister that would be a great fit for UUCM. Turns out, they did. It just didn't work out. The minister of their choice decided to go elsewhere, for personal reasons that had nothing to do with UUCM.

These things happen but the Search Committee was understandably disappointed. The wind was really knocked out of their sails. And here's where I think you all are truly blessed. It didn't take them long to regroup. It didn't take them long to start thinking about how they could use what they learned this year to re-engage in the process next year, in an even stronger position to make the best possible decisions for the good of the congregation.

I am inspired by the Search Committee's openness to learning and growing together. I'm also really touched by their humility, their commitment to service and their commitment to UUCM and Unitarian Universalism. And so, I'm delighted to have the opportunity to continue this journey with them and with all of you. I want to do my part to help you prepare to re-engage in the Search Process next year with a stronger sense of your identity and knowing even more about what's truly in the best interest of the congregation going forward. What do I think you need to do to be ready?

Well, there are five developmental tasks of Interim Ministry;

- 1) Coming to terms with your history - exploring unresolved issues so you can make more conscious choices about your future.
- 2) Discovering/clarifying a sense of identity - who are you and who do you want to be going forward?
- 3) Shifts in power/leadership/resources to maximize your ability to serve your sense of who you are and who you want to be.
- 4) Reconnecting with denominational resources and
- 5) Commitment to new leadership and a renewed outlook for the future.

In terms of your history,

There were a lot of deaths in the congregation this year. We lost long-time members and friends; Harriet Aborn, Shirley Smith, Pete Sterns, Larry Hornor and Tricia Jalbert all within a matter of months. And many, many more of you are struggling with age-related health issues. Grief and loss are always with us. But one of the unresolved issues I see at UUCM is that grief and loss are part of the fabric of this congregation. It's hard to lose people we've known a long time. With that comes a more pervasive grief; the congregation those of you who have been around for a long time know and love is aging — and changing.

Supporting each other is one of the things you do best. You rally around each other in times of sickness and loss. But I'm wondering, are there ways to acknowledge that more pervasive sense of loss - the fear of not being able to count on people to do the things they've always done - not knowing how to keep things going?

There are good reasons to try to let go of some of "the way things have always been done" but losing that sense of security — that not knowing, that uncertainty is a loss; a loss that needs to be acknowledged and honored before moving on to embrace the fact that things need to change, with intention, if UUCM hopes to remain vital and alive. I think loss is an important part of looking at UUCM's history these days. It seems to me you have to acknowledge loss and embrace it before you can let it go.

Here's just one example: We've talked some about the changing nature of religious education/exploration. For a variety of reasons, families aren't attending Sunday morning programming the way they used to. Numbers are down. Attendance is sporadic. And while there continues to be a small, dedicated group of people working very hard to plan and lead meaningful opportunities for children and youth - UUCM doesn't seem to be dealing with this seismic shift in the needs of families or in the capacity of volunteers to respond to those needs.

Since taking on the bookkeeping duties, the Administrator's portfolio no longer includes Religious Exploration. There appears to be no one with the time or energy to investigate, collaborate with other UU congregations and explore program possibilities. If UUCM truly values Religious Exploration, one of the top 3 values you identified last year, what kinds of conversations can we have and what are the resources that might be dedicated to building a new kind of Religious Exploration program?

In terms of your identity;

The Council has done some great work this year. Again, you are all blessed to have a Council that is working in the best interests of the congregation. Your President, Marti Kennedy, has been especially dedicated in realizing a vision for the Council she and Tricia Jalbert created together before Tricia got so sick she could no longer serve in a leadership capacity. And you should know that conversations about the direction of the Council and the Congregation continued even after Tricia was homebound. Tricia was deeply committed to UUCM. She understood that the work of the Council is to lead from a strong sense of mission.

To that end the Council took the work you did to articulate your values and created a Mission Statement that they can use to help you, the Congregation, to set a course for the future. A good mission statement states who you are, who you hope to be and what you hope to do together. It's kind of like the rudder on a boat - it helps you steer. It should help drive everything from themes in worship, to education for all ages and social justice initiatives. And - as your vision becomes more clear, it's the Council's job to go back and revise the Mission Statement to clearly reflect who you're becoming.

One of the areas I hope will continue to come into focus is social action. The poll I asked you to fill out this spring revealed a strong congregational interest in issues related to the environment/climate. You have an opportunity to respond to the UUA's call for congregation's to renew their engagement in the Green Sanctuary program; which isn't just a process of jumping through hoops in a re-certification process. It's a call to commit ourselves individually and collectively to learn more and do more to work together for a more sustainable future.

Next year I'm going to challenge you to think even more in terms of we; who are we - together? What can be we do - together? Where do we want to go - together?

In terms of a shift in power/leadership;

This gets back to the fact that organization at UUCM still rely more heavily on particular people that have developed knowledge and expertise about how certain things are done than on putting processes in place that will enable all members and friends to use their gifts, skills and interests in service to the congregation. The Council is working on organizing policies and job descriptions for committees that are transparent and easy to understand so anyone can access them. They know that people need to be able to understand how things work and how decisions are made so they can get involved. There is a strong need for leadership development so that people feel valued and capable of stepping into leadership positions. An survey of skills/interests would be helpful in identifying people who have particular skills that match the

congregation's needs. Without training new leaders there will be more and more voids left when those who can no longer continue in positions, they've held for a long time step down. There are lots of resources offered by the UUA for helping build leadership development programs.

In terms of denominational linkages;

You've strengthened your relationship with the UUA and the New England region exponentially during the last two years - especially in connection with the search process. I am hopeful that this will continue in the coming year. The Search Committee will continue to work with a fantastic transition coach from the UUA. I'm hopeful that leaders will participate in training opportunities facilitated by the New England Region. The Region is working to strengthen connections with congregations as well. UUCM will be assigned a regional contact person in the coming year; a regional staff member UUCM can develop an ongoing relationship with.

General Assembly will be held in Providence, Rhode Island next year. I hope there will be a contingency of folks from UUCM that will be able to attend. And, as always, there are several events that are live streamed every year from GA. You can watch them from the comfort of your own living room or better yet, gather in groups to watch them together.

I am hopeful that UUCM will continue to try to find ways to make it's fair-share contribution to the UUA. Strengthening ties with the UUA strengthens UU congregations, acknowledging that we are part of something larger than ourselves. It's my observation that UUCM is a bit behind the times when it comes to understanding contemporary issues within the larger movement. This becomes even more apparent when a congregation is in search. Ministers in search want to engage with congregations that are actively involved with the larger issues the UUA is wrestling with. They want to be leaders of congregations that want to be involved.

And finally, in terms of commitment to new leadership and a new future;

I believe that commitment to new leadership and a new future will depend to a large extent on this congregations drive to develop a shared vision. That vision will be shaped in relationship with a new minister but every minister will have a vision of their own. If those visions align the minister can help take you where you want to go. It will evolve and change over time but the roots must be there, even if they are hidden underground, that you can nurture and grow together.

Here's to being gardeners of the spirit together in the coming year,

Faithfully submitted,

Rev. Carol Strecker

President's Report

"Recalculating route..."

That's what the navigating system in my car tells me when I don't take a turn it has told me to take, and it starts to work out new directions to get me to my destination.

It has also been a recurring theme for Council, and for our congregation, this year.

Shortly before the church year began, at our annual retreat, Council received the difficult news that our President, Tricia Jalbert, had again been diagnosed with cancer. We took time to grapple with that news, and with the congregation in mind, "recalculated", with three of us stepping into unexpectedly larger roles. It was truly a leap of faith, and I am full of gratitude for every member of Council, for their support and dedication to this year's work.

The Search Committee also had to "recalculate" their route, after receiving difficult news of their own. Their top ministerial candidate chose a different assignment, leaving them understandably shocked and disappointed, but still clear in their mission. With the congregation in mind, they knew the only choice they had was to re-engage with the search process for another year. I am in awe of this group, and their powerful commitment to UUCM's future.

The Finance Committee faithfully labored to create a responsible, sustainable plan for the next five years of our congregational life, using a portion of the Endowment funds gratefully received from Betty Winberg. That plan assumed we would call our next settled minister this year, and when that did not happen, they transformed the five year plan into a six year plan, without asking for any more Endowment funds. Their hard work and creativity, as well as their inspired Stewardship campaign, with increased pledging from the congregation, made that adjustment possible.

Council has been working hard all year preparing to welcome a new minister, and much has been accomplished to that end. UUCM's Mission Statement has been revised to more clearly reflect who we are and the work we want to do together going forward. Progress has been made on a Covenant of Right Relations, our promises about how we will relate to one another as we do that work. Our financial and personnel practices are under ongoing review, in partnership with the Finance and Personnel Committees, in the interest of better communication and transparency, and the just and fair compensation of our staff.

When Council received the news about the Ministerial Search, once more it was time for us to "recalculate" our route, and instead of preparing to welcome a new minister, the focus is now on a third year of interim ministry, and we are truly fortunate to be spending that third year working with Rev. Carol Strecker, who has spent the last two years helping us navigate our interim with patience, kindness, honesty, and grace. There is an already expanding list of items we want to explore, which includes a much-needed review of all our existing church policies, and the creation of a few new ones. We will help facilitate the recertification of both Green Sanctuary and Welcoming Congregation, in whatever form that takes.

Council is also going to take a closer look at leadership roles in the congregation, and ways to make those roles more realistic for those who would like to lead. It is vital for our congregational life for us to remember that *we are all volunteers, all with unique gifts, who want to serve because we love UUCM and value what it offers the world*. But the truth is, the world has changed dramatically in the last 15 years, and the demands on those of us who are not retirees and stay-at-home caregivers often make leadership a burden instead of a privilege. It's time to "recalculate" our expectations and assumptions about what leadership looks like at UUCM.

We were deeply saddened by Tricia Jalbert's death on April 21, 2019, but Tricia's vision for UUCM's future lives on in all that we have accomplished this year. I am full of hope for the coming year. It has been an honor to serve as Acting President this year in Tricia's stead. Thank you for your faith in me, and your faith in each other.

"The future disappears into memory,
With only a moment between.
Forever dwells in that moment.
Hope is what remains to be seen."
- Neil Peart, Rush

Respectfully Submitted,

Marti Kennedy

Treasurer's Report

Introduction

We had the available cash flow to pay all expenses as they came up throughout the year. We started the fiscal year 2019 anticipating a budget shortfall of \$34,951, but the shortfall has only been about \$20,000. This shortfall was easily covered by our Operating Reserve (cash in the bank left over from previous years). Therefore, we expect to end the fiscal year on June 30, 2019, with about \$10,000 in cash. Note: Income is always low in the summer, so it is very good that we expect to have this \$10,000 in the bank for operating expenses this July and August (the start of fiscal year 2020).

Income

Money has rolled in as anticipated. As of May 24, 2019, we are 90% through the fiscal year and we have received about 90.5% of the expected income. Our total income of \$178,319.77. Our income primarily consists of Pledge, Plate, Rental, Fundraising and Endowment

Pledges income has been received as anticipated. We are 90% through the fiscal year and we have received 91% of our expected Pledge Income. We have received \$122,106.95 in Pledge income for the 2019 fiscal year.

Plate income is higher than anticipated. We are 90% through the fiscal year and have received 95% of the expected Plate Income. We have received \$10,934.04 and we have shared \$3,250.90 with outside organizations. We regularly share 35% of our plate collection with charitable organizations such as SHARE which serve the most vulnerable in our community **See note below.

Rental income is lower than anticipated. We are 90% through the fiscal year and have received 84% of our expected rental income. We have received \$7,188 in rental income for this 2019 fiscal year.

Fund raising year is just slightly lower than anticipated. We are 90% through the fiscal year and have raised 85% of what we expected from our fundraisers. We have raised \$21,923.68 for the 2019 fiscal year

The Trustees of the Endowment have provided the \$24,000 which they agreed to provide for this year's budget. Note: Of this \$24,000, a total of \$15,000 was budgeted for use by the Search Committee. It was the hope of the Finance Committee that the Search Committee might not need the full \$15,000 but that was the amount recommended by the UUA based on the worst-case scenario.

**Note: Income from the plate is sometimes shared with the UUA. This year, \$694.79 was raised for the UUA via our Plate income. Rest assured that when a Plate Donation is received (for the UUA or any other organization) and there are written instructions attached as to how the funds should be allocated (ex. 90% to UUA and 10% to UUCM), the Treasurer will always allocate the funds as directed by the donor.

Expenses

Total expenses are lower than anticipated. We are 90% through the fiscal year and have only spent 83% of the budget. The total amount we have spent so far is \$203,087.59

We spent less on Property Maintenance than anticipated. (Kudos to the Friday Guys!) We are 90% through the year and have only spent 78% of what we expected to pay for property maintenance.

We spent less on electricity and water than anticipated. Overall, we are 90% through the year but have only spent 85% of what we expected to pay on utility bills.

We spent the amount we anticipated on Employees. Employees expenses (which include salaries and benefits) were covered perfectly by what was set up in last year's budget. This is an important accomplishment since expenses comprise 82% of our total budget.

We spent less on the Search Committee than anticipated. A total of \$15,000 was budgeted for the Search Committee but they have only asked for \$10,000 which was given to them in the form of a check from the Treasurer.

Note: The Search Committee has only used \$7,681.05 of the \$10,000 they requested and therefore have retained \$2,318.95 for the coming year's search.

Summary

The Unitarian Universalist Congregation of Milford is in sound financial shape. Overall in this 2019 Fiscal Year, our income is about what we expected but expenses have been lower than expected. The Pledge Drive was fun and festive...as well as a resounding success. Furthermore, thanks to recent bequests, we have a substantial endowment should any crisis arise. Our financial health is in large part due to the donations from our incredibly generous members and friends, as well as the hard work of everyone involved in fundraising.

Many thanks to all of those supporting our church financially and, moreover, for the exceedingly generous donations of your precious time and your first-rate talents. It is because of you that we are all able to enjoy this wonderful community and everything it has to offer.

Respectfully submitted,
Steven E. Opre, Treasurer

Finance Committee Report

Finance Committee's 2018/2019 Priorities

- Assist in the search process and in the smooth transition to a settled minister
- Facilitate more positive, realistic and open discussions about money with the congregation
- Monitor and manage UUCM Finances in collaboration with the UUCM Treasurer

Overview

- The Finance Committee is a strong, vibrant group of committed congregants.
- Members of the 2018/2019 committee included: Leslie Bennett, Sandy Frades, Steve Opre, Jamie Ferrier, John Mika, John Reagan, and Barbara Livoli. We also appreciated Reverend Carol Strecker's participation in many of our meetings and projects.
- The committee met monthly (and sometimes oftener than that!) throughout 2018/2019. During each meeting we discussed UUCM finances through our review of the UUCM monthly Balance Sheet and Budget to Actual Reports.
- We also facilitated conversations related to roles and responsibilities and strengthened our connections with Council and other related committees, including Search, Personnel, and Trustees.
- The Finance Committee remains committed to expanding membership in our committee and encouraging broad understanding of the financial life of the congregation. Contact Leslie Bennett or Sandy Frades if you wish to join in this important work during the 2019/2020 church year!

Accomplishments

- Monitored the budget versus actuals and cash flow monthly.
- Worked with the Personnel Committee to articulate a benefit strategy and offering.
- Collaborated with Negotiating Team.
- Created 5-Year Plan to Support Settle Minister, briefed Council and Congregation, and gained approval via congregational vote for up to an additional \$108,000 to be withdrawn from the Endowment. We worked closely with the Trustees to develop the plan and come up with an approach that balances short and longer-term goals.
- Facilitated Council and Congregational conversations related to the 5-Year Plan.
- Resolved numerous issues with benefits being paid or not being paid to staff.
- Helped transition the bookkeeper position to Jamie.
- Helped assistant treasurer, John Mika, get up to speed.
- Reviewed treasurer, finance committee, and bookkeeper responsibilities and put in RACI format.
- Updated Finance Committee responsibilities.
- Formed Fundraiser Team (sub-committee of Finance) and ran several fundraisers.
- Participated heavily in this year's successful Stewardship campaign.
- Created 2019/2020 budget and presented to congregation for "deep dive" discussion in advance of the 2019 Annual Meeting.
- Prepared to transition from our current bank (Citizens) to a local bank (St. Mary's).

Summary

UUCM finances are stronger than they have been in the past, thanks in part to generous legacy donations that have supplemented operating funds and helped the endowment to grow. We are especially proud that the Stewardship campaign this year was highly successful exceeding our expectations by more than 5% for the coming year. We remain highly committed to growing the congregation and expanding the number of pledging members.

Respectfully submitted, Leslie Bennett, Finance Chair

Trustees' Report for the Endowment

The purpose of the Endowment continues to be “to furnish a stable financial base that will provide for a continued Unitarian Universalist presence in the Milford area”.

As per the Endowment Policy approved by the Annual Meeting of the Congregation in June of 2018, the Trustees' mission has been expanded:

“The mission of the Trustees shall be, in the following order of priority:

1. To maximize the growth of the Endowment, while minimizing risk.
2. To encourage the Congregation to give, bequest, and otherwise support the Endowment.
3. To recommend policy concerning the Endowment to the Council.
4. To provide advice and consultation during development of the annual budget, with the specific objective of being responsive to current fiscal needs of the Congregation while continuing to support healthy fiscal policy.
5. To invest when possible within socially responsible guidelines.”

Our currently targeted allocation is 75% in equity and 25% in debt, each distributed among highly rated Mutual Funds and Exchange Traded Funds. Where possible, we invest in socially responsible funds.

This has been a year of substantial change for the Endowment. We have received the final payments from Betty Winberg's generous bequest, and are in an excellent financial position. We also made our first payments out of the Endowment for the benefit of the Operating Budget of the Congregation (including some towards the Ministerial Search).

At the beginning of this church year the total value of the Endowment, investments and cash, was \$793,005. As of May 1, 2019, the total value of the Endowment is \$866,972.04. Of this, \$835,600.85 is in the General Fund, \$22,776.63 is allocated for Building and Maintenance (including \$756 remaining from the most recent Capital Campaign), and \$5,983.25 is allocated for the Organ.

Moving forward, the Trustees are committed to continuing to work with the Treasurer, Finance Committee, and Council to provide a balance between using funds now for needed changes and saving funds for later, or unanticipated, needs.

Respectfully Submitted,
Lynn R. Coakley, Chair, Trustees of the Endowment

Committee on Congregational Development Report

The CDC for the Church year 2018-2019 consisted of Bob Baker, Susan Deschenes, Donna Ryan, Graham Smith and Nan Stearns, who were elected at the June 2018 annual meeting. Marti Kennedy, VP (and acting President) was the liaison to the Church Council.

The committee was requested to search for a chair or co-chairs to organize the 2018 Holiday Fair. Before we were able to complete this action two volunteers were found without our assistance.

The Council requested that the committee find an assistant Treasurer who would be willing to serve as Treasurer in the next Church year. John Mika was approached and agreed to this.

The Finance Committee chair requested help in finding someone to run the pledge drive. Several people were approached, none were willing. The committee suggested that the pledge drive would benefit by adding some showmanship to the appeal. Jacquie Davis was approached and agreed. She developed and delivered an extravaganza which brought favorable attention to the pledge drive.

The CDC was provided with a list of Council members who were willing to serve for another term by acting President Marti Kennedy.

The committee confirmed the willingness of current members to continue and over several meetings identified Church members who agreed to serve, filling the vacant positions for the 2019-2020 Church year.

The committee intends to nominate the following persons at the June 2 annual Congregational meeting:

President – one year term Marti Kennedy
Vice President – one year term Scott Blanchard
Clerk – one year term Erna Johnson
Treasurer – one year term John Mika

Council member – two year term Scott Maggs
Council member – two year term Holly Horner
Council member – two year term Candy Shirey (second term)

The committee notes that Jeff Hoye and John Dowd have one year left on their current term

Trustee of the Endowment – three year term Dick Danzinger

The committee notes that Lynn Coakley has one year remaining on her term

The committee notes that Scott Bennett has two years remaining on his term

Members Committee on Congregational Development – one year terms

Bob Baker
Susan Deschenes
Donna Ryan
Graham Smith
Nan Stearns

The committee notes that Susan Deschenes and Bob Baker will be eligible for additional one year terms, whereas Donna Ryan, Graham Smith and Nan Stearns will have served the maximum three years by June 2020.

Children and Youth Committee

Co-Chairs: Kristen Rounds and Julie Adl-Zarabi. Members: Amy Conley, Jamie Ferrier, Cathy Goldwater, Jewel Griffin, Erna Johnson, Rachel Merrick Maggs.

The CYC would like to welcome Rachel Merrick Maggs and Jewel Griffin to the committee this year. We thank them for their dedication to our UU children. We are very grateful to Zoe Adl-Zarabi for providing excellent care to our youngest children!

The Committee would like to thank all of the volunteers who helped with circles and special events. The Winter Pageant especially would not have been possible without their time and effort.

This year the children enjoyed traditional events such as the Pageant , Egg hunt, and Everyone's Birthday. They also enjoyed some new circle activities such as kindness rocks, exploring through our senses, learning about Privilege, and random acts of kindness.

In March, April and May we sponsored a Pizza & Song Night, hoping that this multigenerational event would draw young families.

Some issues that need to be addressed moving forward are:

- Inconsistent attendance to circles. (There were several Sundays with no children in church).
- Lack of volunteers
- Bringing in new families. Some prospective families were put off by feeling that there was an expectation for yearly donations/pledges. CYC feels an emphasis needs to be put on family contributions outside of money.

The teens are enjoying the teen room. They seem to be doing a good job taking care of it.

OWL also had issues with attendance this year. Next year there will be no OWL class as all of our kids, of appropriate age, have taken it. There has been some discussion of using age appropriate OWL materials for younger circles.

This summer the CYC will be meeting to discuss the coming church year. Some topics include:

Middle School Youth Group

Hiring a 2nd child care provider.

Wellness Day

Summer Day Camp

Keeping the circles connected to our principles.

Julie Adl-Zarahi, CYC Co-Chair

Worship Committee

This has been a busy year for the Worship Committee. We meet monthly to assist the Minister and the Music Director with planning for worship services and other events with a spiritual component.

Major talking points this year have been integrating worship with the life of the church, with its social justice outreach and with adult education offerings. Several services have used the collaborative worship model with many voices, music and media offerings. The Committee has worked with CYFF to plan multi-generational services when there are fewer children involved.

A larger pool of leadership for the summer services has evolved over the past summer and will continue this year.

The use of media worship is well established, but the group has begun planning for media in memorial services as well, discussing what we can offer both to members and others using the sanctuary. We would like to train others to prepare media for services so that the 3 current worship committee members who do this can have an additional person to help with one service each month.

The committee has experimented with not using printed orders of service on occasional Sundays and is still working on balancing the desire to be environmentally responsible with congregant wishes for something to follow along during the service and take home.

The worship committee has been responsible for editing recorded services this year and this gone well and helped in decision making.

Current members of the Committee are: Nancy Baker, Sandy Frades, Carolyn McCreary (Music Director), Sally Sennott and Candy Shirey. Cathy Goldwater often attends to offer CYFF perspectives.

Music Director

Sunday Services Music

The music director regularly provides piano and/or organ music for the following parts of the service: Prelude, Anthem, Offertory, Postlude, hymns, music meditations and children's benediction. Along with choir members, we sometimes lead part rounds to create a more interesting musical experience

The music director works with the worship committee, the minister, and the worship leaders to provide appropriate music for all services. The choir sings anthems that support the message of the service and the instrumentals accompany the tone and style of the service. The choir sings from a variety of genres including classical, pop, show tunes, and modern compositions by UU composers.

Several times this year, we offered youth and non-choir members the opportunity to sing the anthem. By selecting songs that are easily learned, we formed a "pick-up" choir where the only rehearsal required was before the Sunday service. We are especially pleased that this outreach included some very young children.

During the 2018-19 church year, the music director has provided music for special services including:

- Ferry Beach weekend, service on both September 8 and 9.
- Holiday Music service on December 9, 2018 featuring many members of the congregation and 4 anthems by the choir
 - *Years*: Joe Pollock and Linda Goodman
 - *The Marvelous Toy*: Cathy Goldwater and Joe Pollock
 - *Dance of the Sugar Plum Fairy*: Brady Crossman, piano
 - *Innkeeper*: Julia and Evelyn Dowd
 - *Jesu, Joy of Man's Desiring*: Erna Johnson, recorder
 - *Gesu Bambino*: Laurie McLean
 - *All Through the Night*: trio of Nancy Baker, Jane Mika and Candy Shirey
 - Choir
 - *Going to Bethlehem*
 - *A Hanukkah Remembrance*
 - *Still, Still, Still*
 - *There Would be Peace*

Choir

The UUCM choir has weekly rehearsals on Wednesdays from 7:00 – 8:30 PM and on Sundays from 9:15 – 10:00. We sing a variety of music from different musical levels and styles. The main focus on the anthem choice remains the topic of the service and the requests of the service leader.

We are pleased to have added at 2 new members to the choir this past year, Ann Barker and Jane Mika.

Other musical participants

I am deeply grateful for the talents of Amy Conley. She does it all: sing; play guitar, mandolin, harmonica, piano and drum. Amy also leads the "Second Friday Song Circle".

This year, thanks to funds approved by the congregation, we have hired flutist Elise MacDonald, clarinetist Mike McKendry, and soprano Emma Rifflemacher.

Music Committee

At a meeting on music at UUCM that we had in January, it was decided to create a new music committee. We are currently identifying the members and working on a charge for the committee. Amy Conley is acting chair with members Nancy Danzinger, Cathy Goldwater, Graham Smith, Rev. Carol Strecker and the music director.

Administrative duties

This year my administrative duties included keeping the choral email list current, updating the music library, ordering choral music, ordering/printing music for solo piano, hiring soloists and maintaining a professional affiliation in the UUMusician's Network (AUUMM). A necessary and time-consuming part of the MD position is to communicate regularly with the regular choir, participants in a pick-up choir and special musicians.

Respectfully Submitted,
Carolyn McCreary
music@uucm.org

Membership Committee

Membership Committee: Linda Pellerin, Ellen Groh, Ann Barker, Jane Mika, Dona Eaton

Our small but inspired committee had a busy and productive year. To start the year off, we researched some other UU churches to evaluate and improve how we welcome, engage and retain members.

Welcome

- First appearance are key. Most UUCM newcomers enter by the garden door, where they see our new Welcome sign and the new graphic that conveys the message that the UU faith is sourced from many other familiar faiths. When they sit in the Sanctuary, they find the new folders in the hymnal racks with collateral of interest to newcomers - new Welcome brochure, info about UUism and UUCM, plus info about becoming a member.
- Newcomers are welcomed to UUCM by greeters at the Garden door and Sanctuary. The Info table is staffed by one of our committee who encourages them to sign up for a newsletter. During the last church year, 34 people signed up for a newsletter. Each who signed up received a personalized email from Rev Carol and Dona.
- Newcomers are encouraged to come to coffee hour after the service, and many do. Knowing that Barnum is our 'living room', where we entertain folks, Membership spent effort improving its aesthetics. We hung a lovely quilt of the building, and cleaned up and organized the bulletin boards. During the summer we will stencil the 7 principles around the ceiling in Barnum.
- In meeting rooms we created new posters with our affirmation and reframed the information about famous UUs that each room is named for

Engage

- Membership assures that new folks are engaged in conversation with a couple of congregants each time they come. After a couple of visits we encourage them to sign up for permanent nametags.
- Throughout the year we take opportunities to invite newcomers to participate in activities at church. Some of our newer people have jumped right in to help with the Holiday Fair, Nashua Soup Kitchen and Community Suppers.
- Rev Carol offered classes on UUism, using the video [The Long Strange Trip](#) (the UU one not the Grateful Dead one)
- We created the *This Is Us* wall in Barnum with photos of most people in the directory. Biographies of new members are also posted there.
- Visitors have felt comfortable enough to participate in post-worship discussions, which have been frequent during this Search year.

Retain

- Twice during the church year, we reached out to folks in the directory. In the fall, we contacted those we hadn't seen in a while to let them know we are thinking of them and mentioned some upcoming events at church. In the spring we called everyone in the directory and invited them to a Circle Dinner.
- 45 people signed up for Circle Dinners, which were held on May 11 in 6 homes. This turnout was due to the personal phone calls!
- Organized potlucks for families (Sunday after worship) and adults (Saturday eve), and end of year picnic.
- Membership numbers: We actually remained flat this year. As of 5/22 there are 140 members
 - 9 new members were added - Scott and Rachel Merrick-Maggs, Vic Baur, Dory D'Vann, Lorna Fuller, Brenda Perry, Akiko and Benjamin Voelcker, Gwen Landeck.
 - 7 members resigned (4 moved and 3 had ceased to participate/support for more than 2 years)
 - 4 members died
- Our new members are all engaged and involved in activities at church.

Respectfully submitted, Dona Eaton, Chair

Pastoral Care Network Committee Report

The Pastoral Care Network Committee provides its members a unique opportunity to Honor Each and Enrich All. Working closely with Rev. Carol, we offer multiple forms of support to those in the community who need it most, deepening our relationship to the UUCM community as a whole. The types of support the committee can provide are listed in our network volunteer brochure.

This year, the Pastoral Care Network Committee welcomed new members Cathy Haigh, Sandy Springer, and Irene Van Kanan. Council Liaison, Elise deMichael, will leave the committee as of July. Current committee members include: Rev. Carol, Audrey Fraizer, Cathy Haigh, Linda Higgs, Sandy Springer, Carole Treen, Irene Van Kanan, Karen Walsh, and Council Liaison, Elise deMichael.

The committee does not have a chair as we take turns running our meetings as well as performing monthly contact duties. The committee changed its meeting time from the fourth Tuesday of each month at 6:30pm to the fourth Sunday of every month at 9:15am.

This church year, we provided the following services to a number of church members and families:

- Meals
- Rides
- Support for memorial services

We are very grateful to all the volunteers who helped provide these services to our community members.

Respectfully submitted,
Elise deMichael, Council Liaison, PCN

UUCM Property Committee Report

Over the past year the Friday Guys of UUCM have kept our beautiful building in good repair. They keep an eye on the condition of our building and keep the systems in good condition. When annual inspections are due, the Guys accompany the inspectors. Repairs to the driveways and parking areas continue to be addressed by them.

While we have a contractor plow our driveways and parking areas, UUCM still depends on volunteers to shovel our sidewalks and entrances. The Friday Guys address this need with shovels and a snowblower.

Eversource offered free programmable thermostats to UUCM this past year. We took them up on their offer. We still ask folks to turn down the thermostats before they leave the building. But now the thermostats will return to 60 degrees at the end of the day automatically.

Our building has two areas of concern. The Property Committee recommends serious consideration of replacing our aging furnace (approximately \$35,000) and the need to replace the roof over the church addition (\$15,000 - \$20,000). While there is still some life left in the furnace, its days are numbered, and the roof is approaching the 25 year anniversary.

Respectfully submitted,
Barbara Smith,
Chairperson

Share-The-Plate Report

Through our plate, we provided money to special appeals such as for the UUA Hurricane Relief Fund, the UUA Living Tradition Fund (for retired ministers), the Black Lives of Unitarian Universalism's appeal to Free Black Mamas, and the indigenous Environmental Network. We supported our denomination through plate sharing with the UUA, UUSC, UU Ministry for Earth, and Ferry Beach. We helped support local organizations like our neighbors SHARE, Bridges, Anne-Marie House, the Nashua Soup Kitchen, Merrimack Home Health & Hospice Care, and the Boys & Girls Club of Milford. This year we began support to the Unitarian Universalist Action New Hampshire. In addition we were able to provide money to our minister to help people who need it in our church and the community through the Ministers Discretionary Fund. We also had a plate to add to the money that UUCM's Women in Transition Team (WITT) uses to help women coming out of prison.

This year the high school youth selected Wings of the Dawn, a wildlife rehabilitation & bird sanctuary in New Hampshire, to share the plate with during our Blessing of the Animals service.

The plate split is 65% to UUCM and 35% to non-profit organizations. We can be proud that, by the end of the church year, we will send over \$4,200 to organizations that need our help. This is almost \$500 more than last year for organizations.

Here is the breakdown through the service on 5/19/19:

Recipient	Amount	# Plates	%
Unitarian Universalist Association (UUA)	\$ 973	9	23%
SHARE	\$ 838	6	20%
Unitarian Universalist Service Committee (UUSC)	\$ 362	3	9%
Ferry Beach Endowment	\$ 341	2	8%
UUCM Ministers Discretionary Fund	\$ 267	2	6%
Unitarian Universalist Action of New Hampshire	\$ 264	3	6%
Nashua Soup Kitchen & Shelter	\$ 214	2	5%
Unitarian Universalist Ministry for Earth	\$ 193	3	5%
Free Black Mamas	\$ 143	1	3%
Black Lives of Unitarian Universalists (BLUU)	\$ 125	1	3%
Merrimack Home Health & Hospice Care	\$ 118	1	3%
Bridges	\$ 105	1	2%
Anne-Marie House	\$ 88	1	2%
Indigenous Environmental Network	\$ 82	1	2%
Souhegan Valley Boys & Girls Club	\$ 78	1	2%
UUCM Women in Transition Team (WITT)	\$ 59	1	1%
Note: We had 1 snow day this year.	\$4250	38	

Another way of looking at our plate share:

Recipient grouping	Amount	%
Denomination support	\$ 2258	53%
Local organizations where we volunteer	\$ 1140	27%
UUCM organizations	\$ 326	8%
Local connections	\$ 301	7%
Special appeals	\$ 225	5%

These numbers do not include the plates on 5/26, 6/2, and 6/9 which include plates for the UUA, SHARE, and Wings of the Dawn.

Share-the-Plate Planners: Rev. Carol Strecker, Sandy Frades, and the Worship Committee

Communication Team Report

In 2018-2019, the Communication Team continued to make improvements to the website, and communications via Social Media and eNews.

Website:

- Based on feedback from newcomers, who got much of their info about UUCM from our website, and CTeam's usability review, we decided to upgrade our responsive website. See uucm.org for the latest and greatest! Some key features:
 - Next worship description on home page
 - More graphics added to replace lots of text.
 - Buttons on home page for quickly finding most commonly looked at pages – first time visitor, newsletter, calendar, worship, Clickable icons for FB and Twitter.
 - Revised outdated content. Better use of photos.
 - Added landing pages for Lifelong Learning and Member Resources (MR). Made MR easier to navigate. No comments from users to the contrary, so far.
 - More color and improved readability.
- Rebecca (our SEO expert) continues to make Search Engine Optimization improvements monthly.

Social Media:

- Twitter and Instagram - Julie Adl Zarabi joined our team and is managing these accounts. Julie posts information on upcoming services and events, inspirational quotes and information of interest to UU's.
 - The church Twitter account, @UUCM, currently has 284 followers. Most of those are other UU churches or liberal organizations.
 - Our Instagram account, UUCM.org, was started in February of this year. It currently has 60 followers.
- Facebook
 - Pat posts worship services and events that she feels are of interest to the general public.
 - Bryan posts the CSuppers.
 - We have noticed more visitors in church for Sunday events that have been posted.

eNews:

- Reports in Constant Contact indicate that the people in our congregation who are active and involved do read the newsletters. Readership by infrequent guests is far less. As expected.
- A greater percentage of people (50%) read targeted emails than read general weekly/monthly newsletters. Emails with names like 'staff changes' and "sad news" have greatest readership.
- Pat Nelson and Dona Eaton share responsibility for Monthly Newsletter.
- Jamie creates the Weekly Update and the Announcements.

Other

- CTeam submits news items to Telegraph and Cabinet for Holiday Fair and other fundraisers.
- CTeam handles weather-related church closing advisories when notified by the Council President.
- CTeam posts Council minutes on website when notified by Council that they have been approved.

Respectfully submitted, Dona Eaton (chair), Bryan Higgs, Pat Nelson, Rebecca Moore, Julie Adl-Zarabi

UUCM Community Supper Annual Report

UUCM Community Suppers are held on the 3rd Wednesday each month. Approximately 45 UUCM volunteers are willing to help annually on a rotating basis each month. We continue to attract UUCM newcomers as well as folks in the greater Milford area as volunteers. We are serving approximately 50 -70 guests each month to guests outside of UUCM as well as UUCM folks and are known in the community at large for our good food. This UUCM Community Outreach Project is a way to Honor Each and Enrich All.

Respectfully submitted by

Nancy Danzinger – Comm. Supp. Volunteer Coordinator

Dona Eaton, Candy Shirey, Barbara Smith, Betty Sweeney & Sharon Verrill

Holiday Fair

We would like to thank all the Holiday Fair volunteers for your participation. Our muscle memory provided a spectacular team of people working together to create a holiday atmosphere. The abundance of product was impressive. Net profit after all expenses was \$10, 490.18.

The Leads started in late summer having monthly meetings to plan and fine tune the church's biggest fundraiser. Betty Sweeney was in charge of set-up and presided the day of the Fair. Sally Sennott handled publicity, computer messaging and financial details.

The Leads were:

Dona Eaton – Café

Lisa Rothman, Sandy Springer – Crafts

Linda Higgs – Bakery

Elise DeMichael, Cathy Haigh – Ritzy Boutique

Nancy Danzinger – Scheduling

Special thanks to:

Dona Eaton, Pat Nelson – Communications Team

Jamie Ferrier – UUCM Office

The financial team handling the bank deposits and counting the money

There were no staffing shortages and everything ran smoothly the day of the Fair. As Nancy Danzinger put it, "so great to see the UUCM folks working together resulting in a wonderful Holiday Fair." Innovations included using the big screens in the sanctuary for pics of crafts, and expanded use of social media. For example, the Milford FB page got 300 likes and had 1,200 hits related to the UUCM Holiday Fair.

Betty Sweeney, Sally Sennott Co-Chairs

Share Annual Report

This year we once again collected different items each month for SHARE. This past church year we collected pajamas, underwear, socks, beach towels, water bottles, Birthday cake/frosting/candles, and school supplies. Before the holiday season, we collected gift cards for SHARE to give to older people as their holiday gifts. We collected food throughout the year. As always, we periodically shared our plate on Sunday morning with SHARE.

Thanks to everyone who contributed in any way to SHARE.

Sandy Frades

Women In Transition Team (WITT)

WITT is a community-based organization dedicated to providing support to women in the midst of challenging life events and transitions who live in the Milford area. Reverend Jeanne Nieuwejaar has served as our advisor since we began back in the spring of 2015. Linda Higgs and Donna Ryan currently serve as WITT Co-Chair's. Sally Sennott and Kristin Rounds served as Transportation Coordinators the first half of the year. Elizabeth Wolczko, a new WITT member from the Milford Area, joined Kristin as coordinator for the second half of the year. We meet as a team on the second Monday of every month, starting with potluck at 6 pm.

Transportation continued to be one of the major ways we support our clients. We provide rides to doctor appointments, to shopping for essential items, to court appointments, to the Nashua Parole Office, etc. Between July 2018 and May 2019, we have had 8 clients, to whom we have provided 38 rides and logged in over 1130 of driving miles. Our drivers have picked up several women upon their release from NH Woman's Prison in Concord and we took them to various locations in our surrounding area. WITT currently has 17 drivers. Anyone from UUCM interested in learning more about volunteering to be a driver should contact our Kristin Rounds. Most drivers cover one day a month, with some covering 2 days a month.

In order to expand the service of our transportation resources, WITT began a new collaboration with SHARE late in 2018. Some SHARE clients do not have cars, making it difficult when they come to SHARE and often receive several bags of food and household items. One of their clients is a home-bound senior woman who needs to have food delivered to her weekly. WITT members have signed up to provide such transportation to SHARE and to make other stops, such as to the bank or pharmacy, if our driver has agreed and the arrangement was made ahead of time. Many WITT drivers have made themselves available to be on call for SHARE, in addition to their WITT drive commitment.

In January of this year, we had a special meeting with NH State Senator Shannon Chandley and NH State Representative Julie Radhakrishnan. Both are particularly interested in criminal justice reform. As a result of this meeting, several WITT members branched out and created the newly formed WITT Subcommittee for Legislative Advocacy. They held their first meeting in March 2019 and they meet monthly, tracking all issues that come before NH's legislators and are ready to take action on any that affect conditions at the state's prisons. Anyone who is interested in this work is most welcome to attend; please contact Erna Johnson for more information.

Some other highlights from this year include:

Reverend Jeanne has continued to provide spiritual workshops to the women in the Concord Prison. Several WITT members had the opportunity to join her for one of these sessions and to assist in this good work this past church year.

WITT members continued to support the Dismas Home in Manchester. This home provides residence and addiction treatment programs to woman recently released from prison. Our volunteers provide Sunday dinner fixings once a month, spending a few hours with the residents cooking and enjoying dinner together. In December, UUCM's Reverend Carol Strecker continued a discussion with us on Difficult Conversations, helping us to develop better listening skills and to offer empowering versus enabling counsel during our one-on-one time with clients.

Several WITT Members attended a Saturday ladies' luncheon at Milford Episcopalian Church of Our Saviour in March and spoke to them about our WITT work.

In April of this year, several WITT members viewed the documentary “ Beyond the Wall” at the Wilton Town Hall Theater. The film featured four men who have been released from prison and the difficulties they face transitioning back to their Lawrence/Lowell communities. The “re-entry counselor” featured in the documentary was present in the audience. He spoke about the film, the men he works with, and answered questions. Martha Wyatt from Community Strategies Unlimited was also present. Martha will be meeting with WITT in June 2019 to discuss our work and how she might be able to help us develop strategies to better reach potential clients.

It has been a busy year and we look forward to continuing our good work next year. Those who are interested in participating in WITT or just learning more about us may contact Linda Higgs or Donna Ryan.

Family Promise of Southern New Hampshire

(formerly known as Family Promise of Greater Nashua at Anne-Marie House)

This agency just celebrated 15 years of serving homeless families in the area, and our congregation has been involved since the beginning. Anne-Marie House is located on the grounds of the Presentation of Mary in Hudson, NH. It has a capacity to serve 30 people. Families coming into the program set goals with the Director of Family Services and must save 70% of their income in order to achieve sustainable housing. The families are provided with transitional housing, food, laundry facilities, and attend financial literacy classes and parenting classes. Each family has daily and weekly chores in the house.

Families with minor children come in all kinds of combinations, and Anne-Marie House is one of the few resources in the area for single fathers and their children. Eighteen families were served in 2018 (27 adults and 33 children) The average length of stay was 331 days and 78% graduated to sustainable housing. Racial and cultural diversity was 37%.

The Family Promise agency also provides services to families who may not meet the criteria or while there is no vacancy. The agency provided services to 312 families in that manner in 2018. There was a name change to the agency because of a change in western Rockingham County. Family Promise has added that to their service area and is looking for a permanent location to serve that area.

Our Congregation provides financial support by sharing the plate and by individuals making financial or in-kind donations. We also volunteer at Anne-Marie House every 7 weeks, along with volunteers from other Milford Congregations. Thanks to members Cathy Goldwater and Barbara Livoli who helped in that capacity this past year.

Jean Lovely, Congregational Coordinator