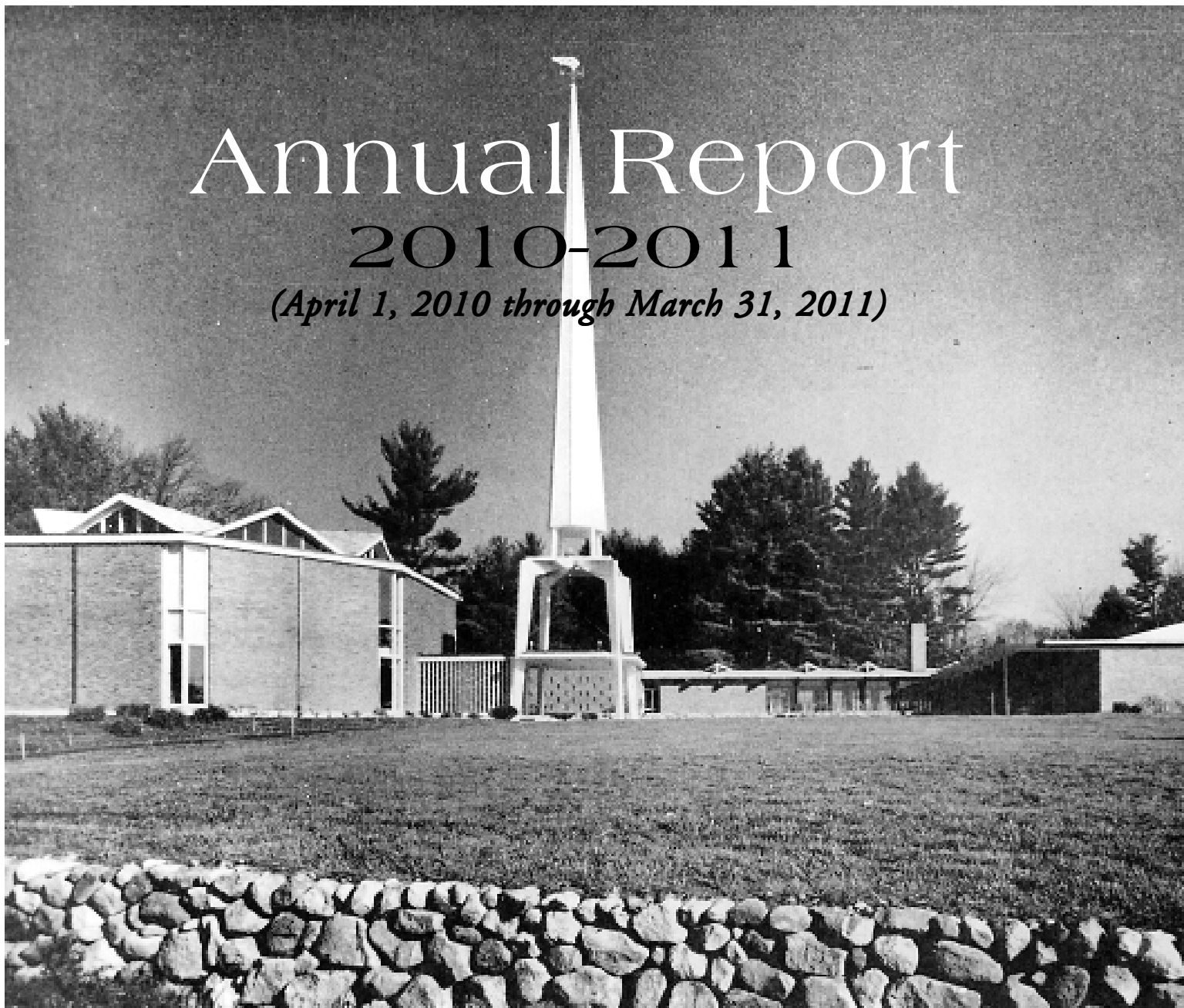


Annual Report

2010-2011

(April 1, 2010 through March 31, 2011)



*In honor of the 50th anniversary of the dedication of our church building,
we dedicate this Annual Report to the visionary men and women
who were instrumental in the creation of the building.*



Second Congregational Society
Unitarian Universalist
Concord, New Hampshire

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Warrant for the Annual Meeting

Sunday, May 15, 2011

To all members of the Second Congregational Society Unitarian Universalist of Concord, New Hampshire:

You are hereby notified that the Annual Meeting of the Society will be held on Sunday, May 15, 2011 in Fellowship Hall immediately following the regular church services to consider and act upon the following articles:

ARTICLE 1 To receive and accept the minutes of the 2010 Annual Meeting

ARTICLE 2 To receive and act upon the report of the Nominating Committee and elect Officers of the Society.

ARTICLE 3 To adopt a budget for the 2011-2012 church year.

ARTICLE 4 To authorize the Prudential Committee to withdraw additional funds from the endowment to fund budgeted expenses during the 2011-2012 fiscal year, the specific amount of such funds to be determined under consideration of ARTICLE 3.

(A 2/3 majority vote of approval by the members of the Society present and voting would be necessary to pass Article 4.)

ARTICLE 5 To receive and accept the reports of the Minister, the Prudential Committee, the Religious Educator, the Administrator, the Treasurer, and Custodian of the Trust Funds, and the Clerk.

ARTICLE 6 To receive and accept the reports of the committees, ad hoc committees and organizations.

ARTICLE 7 To act upon such additional business as may appropriately be brought before the meeting.



Prudential Committee, chair

Minutes of the 2010 Annual Meeting of the Society

Sunday, May 16, 2010

The 2010 Annual Meeting of the Society was held on Sunday, May 16, 2010.

The meeting was brought to order at 12:21 PM by Moderator John Tobin.

The following articles were proposed and voted on by members of the Society in attendance:

ARTICLE 1. To receive and accept the minutes of the 2009 Annual Meeting.

Linda Hatchett read the text of the article for the benefit of those present. Dick de Sève moved to vote on the article. Anne Zinkin seconded the motion. *The article was voted on and passed at 12:22 PM.*

ARTICLE 2. To receive and accept the minutes of the special congregational meetings of October 4, 2009 and April 25, 2010.

Tom Herbert read the text of this article. Fred Creed moved to vote on the article. Linda Ashford seconded. *The article was voted on and passed at 12:23 PM.*

ARTICLE 3. To receive and act upon the report of the Nominating Committee and elect Officers of the Society.

The proposed slate of officers to be elected was:

Position of Moderator (1 year term): John Tobin

Position of Clerk (1 year term): William Allen

Position of Treasurer (1 year term): Ken Koerber

Position of Assistant Treasurers (1 year term): Francine Philippe, David Feltus

Position of Custodian of Trust Funds (1 year term): Jack Wakelin

Position of Trust Fund Committee: (4 year term): Tom Fredenburg

Prudential Committee Positions:

Terms to expire in 2013: Lorna Landry, Trudy Mott-Smith, Karen Ryan

Terms to expire in 2012: Michael Annicchiarico, Marjorie Wright-Golec, John Warner

Terms to expire in 2011: Tom Herbert, Sara McNeil, Marjorie Waters

Marjorie Wright-Golec read the text of the article. Anne Zinkin moved to vote on the article. Fred Creed seconded the motion. Cathie Creed asked for the slate of candidates to be read aloud, and asked why Prudential Committee members already serving terms in positions needed to be approved more than once. Linda Hatchett explained that the intent was to clarify the makeup of the committee, due to the unusual number of recent resignations and interim appointments. There being no further discussion, *the article was voted on and passed at 12:26 PM.*

ARTICLE 4. To adopt a Covenant of Right Relations (*see Addendum to the Minutes on page 6*), in accordance with the proposed Covenant mailed to every member of the Society at his or her last known mailing address, available at the Church office and provided at the Annual Meeting.

John Warner read the text of the article and explained that the proposed Covenant of Right Relations was the outgrowth of the Year of Non-Violent Living program that had been operating for almost a year. Amy Wright moved to vote to adopt the proposed covenant, and Cathie Creed seconded. Betsy Peabody asked

if the children of the congregation were to be included under the proposed covenant, and John Warner explained that children were already participating in the Restorative Circles process as part of the program.

The article was voted on and passed at 12:30 PM.

ARTICLE 5. To adopt a budget for the 2010-2011 church year.

Ken Koerber introduced the article by acknowledging the work of Sara McNeil, Marjorie Waters, and Rev. Olivia Holmes in raising the consciousness of the congregation to the importance of financial contributing and the achievement of stronger pledge levels from members. Jack Wakelin moved to adopt the proposed budget, and Anne Zinkin seconded.

Discussion of the budget included questions pertaining to the relative funding levels of various committees and programs, and Jack Wakelin explained that the amounts included in the budget are drawn from requests submitted by the various committees themselves, and reflect in many cases the willingness of committees to ask for realistic amounts after years of fiscal restraint and under-funding and off-budget self-funding of actual needs.

Ken Koerber pointed out that although the proposed budget included a one half of one percent extra withdrawal from the endowment, the budget process was still on track to reach its goal of zero percent extra withdrawal from the endowment by next year.

Amy Wright asked what the budget item called "Volunteer Coordinator" was for, and also asked how much time the salary of the Director of Religious Education (DRE) is based on. Ken Koerber explained that the proposed new five-hour-per-week position of Volunteer Coordinator was intended to offload from the office staff the task of locating, scheduling, and confirming the availability of volunteers to fulfill various tasks across a whole range of church programs. Olivia Holmes explained that the position of DRE was structured as a twenty-hour-per-week job lasting from September to June, which included no benefits due to its being a less-than-half-time position.

Cathie Creed asked for figures pertaining to the current pledge drive. Sara McNeil explained that with a proposed budget level of \$227,000 in pledges, so far roughly \$216,500 in pledges had been secured.

The proposed budget was voted on and passed at 12:46 PM.

ARTICLE 6. To authorize the Prudential Committee to withdraw additional funds from the endowment to fund budgeted expenses during the 2010-2011 fiscal year, the specific amount of such funds to be determined under consideration of Article 5.

The moderator read the text of the article, and Ken Koerber explained that this article was required under the Bylaws to approve the one half of one percent extra funds to be withdrawn from the endowment that was included earlier in the budget accepted in the vote on Article 5. Anne Zinkin moved that the article be accepted. Chris Soule seconded. *The article was voted on and passed at 12:48 PM.*

ARTICLE 7. To authorize the Prudential Committee to withdraw an amount not to exceed \$2000 from the Endowment during fiscal years 2009-10 and 2010-11, to pay costs associated with the ministerial search and/or relocation of the minister and family to the Concord, NH area.

The moderator read the text of the article. Ken Koerber explained the reason for the need to allocate additional funds to last year's search and relocation of the new minister. A motion was made and seconded to accept the article. Cathie Creed asked if this amount was included in or in addition to the one

half of one percent additional withdrawal from the endowment approved in Article 6. Ken Koerber replied that it was independent from Article 6. Fran Philippe explained further that if the Search Committee had not taken on the added expense of looking at a last-minute fourth and ultimately successful final ministerial candidate, the congregation would now be looking at funding a whole new search process, at far greater expense than the current \$2000 in question.

The article was voted on and passed at 12:52 PM.

ARTICLE 8. To ordain Michael Leuchtenberger as a Unitarian Universalist minister.

Linda Hatchett introduced this article by explaining that although it was not required by the Bylaws, it was specifically requested by the final ministerial candidate Michael Leuchtenberger as a sign of congregational support and approval. Wayne Frey made a motion to approve the article. Fran Philippe seconded. Edie Daigle asked for clarification of the term "ordain." Olivia Holmes explained that the only body that could ordain a Unitarian Universalist minister, that is, bestow the title "Reverend," is a congregation.

Marian Stanton asked for a description of what is involved in an ordination, and Olivia Holmes provided details of the process and insights into her own experience. Patricia Bass expressed her satisfaction with the choice of the new minister and also expressed her surprise at the cost of the upcoming installation and ordination ceremonies.

After additional comments from others, Amy Wright made a motion to call the question, which was seconded by Wayne Frey. *The article was voted on and passed at 1:03 PM.*

ARTICLE 9. To authorize the Prudential Committee to withdraw from the endowment during fiscal year 2010-11 an amount not to exceed \$5000 to pay costs associated with the installation and ordination of our settled minister, Michael Leuchtenberger.

Ken Koerber provided background on what the funds were expected to cover. Jack Wakelin moved to accept the article. Anne Zinkin seconded. Fran Philippe provided additional comments on the breakdown of the items included in the \$5000 amount, and Marian Stanton expressed her hope that expenses could be kept down through volunteerism in the area of music.

The article was voted on and passed at 1:11 PM.

ARTICLE 10. To amend Article 3 of the Articles of Agreement filed with the State of New Hampshire to read as follows:

"The provisions for the disposition of the corporate assets in the event of dissolution of the corporation are: all property, real and personal, remaining after payment of all claims against it, shall be conveyed to the Unitarian Universalist Association or its legal successors."

After a reading of the article by the moderator, Trudy Mott-Smith introduced this article, explaining that the move was recommended to correct out-dated language in the existing documents. Dick deSeve made a motion to approve the article, and Nancy Morse seconded. Cathie Creed proposed an amendment to change the new beneficiary to the Northern New England District, in order to keep the assets local. Lorna Landry, Patricia Bass, Barbara Keshen, Chris Rueggeberg, and Bob Williams all gave arguments in favor of the article as it was presented. Dick deSeve made a motion to call the question. Betsy Peabody seconded. The motion to amend the article was voted on and defeated.

Further discussion took place to explain and support the reasoning behind the selection of the beneficiary proposed in the article, and included comments by Trudy Mott-Smith and Lea Smith.

The article was voted on and passed at 1:24 PM.

ARTICLE 11. To amend the Bylaws of the Society, in accordance with the proposed amendments mailed to every member of the Society at his or her last known mailing address, available at the Church office and provided at the Annual Meeting.

Trudy Mott-Smith introduced this article and Dick deSeve moved to accept the proposed changes as recommended. Linda Williams seconded. Fred Creed asked for clarification on why the proposed majority required by Article X Section 5 to terminate a minister did not match the majority required by the Bylaws to call a new minister, and he moved that the proposed change to that section be tabled until a satisfactory answer could be given. Since no second to his motion was forthcoming, discussion on the original article continued.

Jack Wakelin, as Custodian of Trust Funds, proposed that the recommended changes to Article 11 of the Bylaws, pertaining to Trust Funds, be tabled for further discussion, since he had not been given the opportunity to participate in drafting the recommendations. Cathie Creed spoke in support of Jack's motion. After further discussion a vote was taken on whether to table all recommended Bylaws changes except those pertaining to Articles 1 and 11 of the Bylaws. This vote failed 19 to 27, and the discussion reverted back to the article as originally presented.

Jack Wakelin proposed an amendment to the proposed changes in Article 8 of the Bylaws to add the requirement for input from the Finance Committee before any actions by the Prudential Committee to reallocate budget funds during the fiscal year. This amendment to the proposed changes was voted on and accepted.

The question was called to accept the amended proposals for Bylaws changes as presented in Warrant Article 11.

The proposed changes, with the one amendment, were voted on and passed at 1:53 PM.

ARTICLE 12. To receive and accept the reports of the Minister, the Prudential Committee, the Religious Educator, the Administrator, the Treasurer, the Custodian of the Trust Funds, and the Clerk.

ARTICLE 13. To receive and accept the reports of the committees, ad hoc committees and organizations.

These two articles were voted on and passed together with no further discussion at 1:54 PM.

ARTICLE 14. To act upon such additional business as may appropriately be brought before the meeting.

There being no additional business brought before the meeting, and following a brief address by representatives from the parallel annual children and youth meeting where they agreed among other things to work locally together with the Friends of Forgotten Children program during the coming year, the Annual Meeting was adjourned at 1:59 PM.

*Submitted by Bill Allen
Clerk*

Addendum to the Minutes of the 2010 Annual Meeting

Covenant of Right Relations

Love is the spirit of this church
and service is its call.

Let this be our covenant:
to dwell together in peace,
to seek the truth in love,
and to help one another.

To dwell together in peace: We acknowledge that change and conflict are normal parts of our life in community and we pledge to seek mutual solutions to our differences.

We value trust, respect, and acceptance of diversity in our relationships with each other; listening carefully in order to cultivate an open and safe environment, balancing individual needs with those of the community.

To seek the truth in love: We hold honest and respectable communications as the basis of healthy community. We pledge to suspend judgment and to seek openness, courtesy, and forgiveness in our relationships.

And to help one another: We are generous with our gifts in support of our mission. We will work for justice and compassion within our community and in the larger world through service and the gifts we give.

Report of the Minister

It has been a year of wonderful discoveries. I discovered a congregation that knows how to make a new minister and his family feel thoroughly welcomed. I discovered a congregation with a long, rich, and inspiring history. I discovered that, despite your storied past, you are willing to open your hearts, minds, and souls to the possibilities of the new and unfamiliar. I discovered a congregation willing to engage in the hard work it takes to live in right relations with each other and to listen deeply and with care.

A church community, at its core, is about the kind of relationships we build with each other and with the world around us. As our relationships change, we change, as individuals and as a community. With change we experience loss, but with change we can heal, we can grow, and we can create a future full of meaning and impact. Thanks to all of you for the promising relationship we have just begun.

It has also been a year of discovering the outstanding quality of our staff team. I am particularly impressed by the collaborative spirit I find again and again. This spirit allows for a quality of ministry, programming, and administrative support far exceeding what each of us could do on our own. My transition into this new vocation now seems impossible to imagine without the patience, creativity, and professional expertise of all our staff. Thank you, Kristin, Jane, Abby, Lea, Eve, Cheryl, and Kathie. (And thank you everyone for adding the new position of volunteer coordinator—what a gift!)

My very first sermon in Concord spoke of my vision for shared ministry. Over and over I get to discover the power and joy of living out this shared ministry with you. Shared ministry shows up in so many different places. This annual report is a witness to the countless moments of shared ministry

among us. It takes place on Sunday mornings, in the choir, the classrooms, during worship, in small groups, one-on-one, at rallies, soup kitchens, the church kitchen, your own kitchen, through meals shared and delivered, hugs given and received, smiles offered and returned. Much of the ministry of this church happens without my direct involvement and that's how it should be in a church of our size.

Some of the ministries I am directly involved with include our monthly services at the Havenwood-Heritage Heights retirement community. I look forward each month to my time with the ten to twenty regular attendees, some of whom are no longer able to come to our Sunday morning services. I equally look forward to the monthly Taizé-style services we started in January. Attendance at these meditative evening services has been 50 to 60 people and they have attracted a number of visitors.

Each Sunday our children begin the service in our sanctuary, and every other month we have a service for all ages. I love seeing the mix of ages, and the mixing of ages each week. Our first group of chalice lighters "graduated" this winter. This group of six to ten year olds spent an afternoon with Kristin and me to reflect on the meaning and history of the chalice in Unitarian Universalist worship, before practicing the nuts and bolts of lighting our chalice.

I also discovered your ability to celebrate special occasions and do so in style. I am still in awe at your energy, creativity, and attention to detail as we celebrated my installation and ordination in October. The ordination weekend coincided with the 50th anniversary of our building dedication. To honor this milestone we spent several weeks in March reflecting on the history of the church, its past involvement in social service and justice work, and the way these past five decades have transformed your lives. Former minister Rev. Charles Stephens returned for the occasion - a moment of healing for many.

The passing of the flame from our existing chalice to our new chalice became symbolic for the future we are ready to create while we remain rooted in our past. Our newly formed Committee on Ministries will be invaluable as we deepen our congregational dialog about the purpose of our church and the vision that captures the essence of what we are about.

I would also like you to know how much I value each chance I get to spend time with one of you person-to-person. By listening to the stories you share, I have discovered a depth and variety of life experiences that I could not have imagined before you made me, and accepted me as, your minister. Thank you.

I was glad to discover first-hand how amazing our Youth Group is at putting together worship services and I expect to discover a lot more about our youth when I join them on their service trip to New Orleans this April.

Finally, I could not have hoped for a better team of Prudential Committee leaders. Tom Herbert and John Warner have been outstanding in their support and guidance as I learn the ropes and feel my way through this first year of settled ministry. Thank you.

Yes, it has been a year of wonderful discoveries, named and unnamed. Hence, in the spirit of naming one last discovery, my gratitude turns to the Ministerial Search Committee for allowing me to discover them and for making all the other discoveries possible. Thank you, Fran, Bob, Katie, Tom, Susan, Craig, and Linda.

*With love, respect, and gratitude,
Your newly settled minister, Rev. Michael Leuchtenberger*

Report of the Director of Religious Education

I am happy to return this year as the settled Director of Religious Education! This year, the children and youth join the adults in the service every Sunday, through two hymns, the reading of our covenant, and the Story for All Ages. This was a big change for our congregation, and has been well received. Finding four or more stories a month has been challenging with only 20 hours a week, but is something I really enjoy. As the year progressed other people and groups have asked to do the story, which was helpful. Thanks to all the different "actors" that played parts for some of these stories, and those who helped with projecting the pictures.

Average attendance at church school (Preschool through Grade 8) has been 39 children each Sunday, up from 35 last year. This does not include the 12 Youth Group members. There are 74 children registered in the RE program, and 12 youth.

The children attend Chapel every other month, alternating with the Service for All Ages. This year Chapel runs for the full class time, rather than 15-20 minutes as in the past. All children worship together in Fellowship Hall, the only room large enough to fit everyone! Chapel topics this year include Ethical Eating, Manners Matter, and a special visit with the Tibetan monks from the Drepung Monastery in India.

The Youth Group is active again, with 12 members. They are planning an April service trip to New Orleans, where they will stay at the Center for Ethical Living and Social Justice Renewal. The center offers many volunteer opportunities for groups from across the country. Many thanks to the advisors, Kathy Alcott, Rob Fleischman, CJ Landsman, and Corey Landsman.

Our RE-wide social action focus for this year was Friends of Forgotten Children. FOFC helps individuals and families that "fall through the cracks" of traditional social service programs. The children have participated in various clothing and food drives and raised over \$1025 through Community Plate donations.

This year's classes, curricula and teachers are:

Preschool & Kindergarten: Chalice Children; Diane Ricciardelli, John Hatchett, Tara Weckstein & family, Ted Donovan

Grade 1 & 2: Wonderful Welcome; Hilary Chapman, Kath Butcher, Mackenzie Lahousse, Andrea Rook

Grade 3 & 4: Moral Tales; Betsy Peabody, Don Brueggemann, Doug Kilmister, Janet Ripel

Grades 5 & 6: Love Connects Us; Donna Torney, Laura McGlashan, Andy Duncan, Katie Dunn

Grades 7 & 8: Neighboring Faiths (Sept.-Dec.); Anne Dupre, Laurel Horne, Jan LaTourette, Wilson Townsend, Our Whole Lives, OWL (Jan.-Apr.); Anne Laforce, Gary Schroeder

Thank you to the RE Committee for their creativity, dedication, and hard work. Special thanks to Clare, who extended her term as committee chair to help us through the many changes this year. You will sincerely be missed!

Thank you to our RE teachers, for sharing your time and talents with our children and youth. You are a cornerstone of our congregation, both present and future. Your work is greatly appreciated.

Thank you to the staff, Lea, Eve, Abby, Jane, and Kathie, for your constant help and support!

Thanks especially to Michael, this was a great first year! I really appreciate your support of and advocacy for Religious Education, and the energy that you've brought to our entire church.

Respectfully submitted,
Kristin Nelson

Report of the Music Director

This has been an exciting year, and one of rich musical growth for the music program at Concord UU. With the arrival of our new minister, Michael Leuchtenberger, and our acting choir director, Jane Berlin Pauley, the program has grown in strength, ability, and enthusiasm. We have also been blessed with guest conductors Sarah Dan Jones, Marty Swisher, Kris Johnson, and guest trumpeter Jay Daly.

The choir has sung at least 3 Sundays per month, and many members have become actively involved with the monthly Taizé services, new this year. Many musical church members of all ages participated in the annual Havenwood holiday concert in December, a tremendous outreach of our music program.

Many instrumentalists have contributed to our music program including Craig Whitson, Brian Kugel, Barbara Stewart, Madeleine Stewart, Hilary Chapman, and Mike Annicchiarico. An enormous thank you to Mike Annicchiarico for filling in for me on my vacation days, and who, in addition, is always willing to play percussion with the choir or duets with me during services. He is a heck of a guy and his service to the music program is highly appreciated.

Lastly, I would like to thank the choir for their tireless commitment to singing and enriching Sunday mornings for so many people. It is wonderful to see your smiling faces and hear you week after week.

Sincerely,

Abigail Charbeneau, Music Director

Report of the Church Administrator

The settling of our new Minister, hiring of a new Acting Choir Director, hiring of our first Volunteer Coordinator and settling of our Director of Religious Education has made for a whirlwind year of change and new possibilities. Strong administrative and facility support underlies all this change. Our Facility Manager Kathie Martin has served us for twelve years and our Administrative Assistant Eve Scarcello has served us for over eight years. By far our longest-tenured staff members, their stability and dependability are like bedrock supporting the structure of the church as it grows and changes.

Attendance is up! During the fall, we averaged 7 people (children and adults) more each Sunday over last year, and during the winter, we averaged 11 people more. If you compare this to the 2007-08 church year, the results are even more astounding: an average of 28 more people in the fall, and 24 more in the winter! We are exploring ways to increase seating capacity in the sanctuary to ensure a welcoming experience for everyone.

In the office, this year we've upgraded our phone system and added a dedicated line for Rev. Leuchtenberger. We've also moved to an electronic calendaring system that allows anyone to see what's happening at Concord UU online, and we hope to add new features such as online room reservations in the future. Many thanks to Lorraine Ellis for heading this effort, and to Eve for her ever-patient support through the change. In all our communications, we endeavor to meet the desires of many congregants for electronic options while still meeting the needs of those who prefer traditional methods.

I maintain a notebook of all Policies and Procedures in the office, and will be working with Lorraine Ellis this summer on formalizing the notebook into an official Policy Manual that will be available in

print and on the church website. With Rev. Leuchtenberger and the Pru, I am learning about how our church can differentiate between governance and management, policy versus procedure. This year Pru approved some policies to help keep things running smoothly, such as a church-wide Childcare Policy to keep our children safe and well-cared for, and an External Communication Policy to ensure that our church is represented appropriately to the wider community. Until an official Policy Manual is available, please feel free to ask me to see any new or old policy.

On the building front, Kathie Martin adjusted her schedule so a facility staffer could address building issues, including the furnaces, on Sunday mornings. All year we've fought an ever-escalating battle with the furnaces. The sanctuary furnace malfunctioned intermittently and defied diagnosis from November through early March. Just in time for spring, it's finally been fixed. David Feltus, Ken Koerber, and a group of volunteers are diligently plowing through red tape in an attempt to get federal assistance for a heating system re-vamp. Another hero is Jason Gilligan of AGS Heating, who seems to have become a regular fixture here, and addresses our every break-down with good cheer.

Other large building projects included the installation of door closers and magnetic holdbacks to address a fire code violation, the burying and reattachment of a downed electrical cable in the parking lot, and the replacement of two toilets and a bathroom sink.

It's never boring in this church! I am ever grateful to serve this wonderful institution.

Submitted with love by Lea Smith, Church Administrator

Report of the Volunteer Coordinator

The 2010–2011 church year marked the advent of the Volunteer Coordinator's position. It has been both a pleasure and a challenge to be involved with implementing Pru's vision for this new effort. Here are some highlights of what has been accomplished.

As the coordinator, I have been responsible for ensuring that social hour is hosted every week. An effort has been made to bring more committees and covenant groups into the hosting process. As the church has grown, it is increasingly clear that social hour is more easily handled by a group, rather than an individual.

Our church has a myriad of committees; part of my job has been learning who serves on each of them, and helping these committees find new members, as needed. I have also tried to track participation in volunteer opportunities that are tied to a specific event. This includes church based events such as helping with the Greens Fair or Miracle Sunday. It also encompasses outreach opportunities such as the Christmas "shopping" spree at the Boys and Girls Club that our church sponsored. I have also constructed a list of members who are willing to be contacted when a short term project requires extra hands to ensure success.

Volunteering offers all of us a way to act on the core principles of Unitarian Universalism. It is remarkable how many people give time to further the many ministries of this church. My goal is to ensure that as many church members as possible know about the wide range of ways that they may become involved.

Submitted by Cheryl Bourassa

Report of the Clerk

Latest membership count (as of March 31, 2011): 265. Church membership stood at 258 at the beginning of April of 2010, and increased to 265 as of the end of March 2011.

During the course of the year, twenty-eight people joined or were reinstated to the rolls: Louisa Dell'Amico, Ann Hoey, Susan Lefebvre, Jennifer Pingree, Sallie Thurber, Jeff & Judith Abbe, Christy Dolat Bartlett & Peter Bartlett, Martha & Paul Bower, Gail & Judy Fayre, David & Debra Foster, Linda Kearns, Cara & Michael Leuchtenberger, Ilene Stern, Andrea Baird, Matthew Aversa, Naomi Butterfield, Ronald Fowler, Krista & Lee Rand, Andrea Rook, Elizabeth Whiting, and Myron Weiner

Eight church members passed away: Jean Cole, Helen Hunt, Ron Cooke, Janet Copestakes, Graham Cole, Harriette Anderson, Ken Shute, and Ruth King

Thirteen resignations were recorded for the year: Alan & Evelyn Lindquist, Olivia Holmes, Donald & Karen Ager, Nora Forziati, John & Kerry Sangster, Alex Wilson, Jamie Cooper, David Wiesner, Susan Phillips-Young & Michael Young

Submitted by Bill Allen, Clerk

Report of the Custodian of Trust Funds

As of March 31 we have transferred none of the \$67,456 to the church that was authorized at last year's Annual Meeting to support our operating budget. This is even an improvement over last year when we had transferred only the first of the four quarterly payments. Reasons for this low draw are outlined in the Finance Committee report elsewhere in this document. The balance in the Trust Fund as of April 1, 2011 is \$1,844,975.

During 2010 and early 2011 the fund has done well. Please see Trust Funds Committee's report for more details.

Harvest Capital of Concord continues to manage the bulk of our funds following the socially responsible investing guidelines established by the congregation and monitored by our Trust Funds Committee. The funds are located with Charles Schwab Institutional.

The Trust Fund continued the recent trend of reducing the annual draw to 4% while the total value continues to show modest growth.

The Memorial Garden Endowment is invested through Fidelity in a mutual fund. In October, \$1500 was withdrawn this year for maintenance of the Memorial Garden. The Memorial Garden Fund had a balance of \$29,058.16 on April 1, 2011 which is up by about 7% from last year.

Our loan to the NH Community Loan Fund (\$25,000) returned the annual payment of \$1,000 to the church. This fund loans money to assist individuals who cannot find traditional funds for affordable housing.

The church administrator has been notified that the Trust Fund will shortly be receiving a legacy gift of approximately \$38,000 from the estate of Janet Copestakes. As the current Custodian of our Trust Fund, I would like to remember both AD and Janet Copestakes for their many years of tireless support to both our financial and spiritual community through the donation of endless amounts of their time, treasure and talent.

*Respectfully submitted,
Jack Wakelin, Custodian of the Trust Funds*

Report of the Treasurer

The financial well-being of the church continued to improve this past year as the congregation assumed a larger share of the cost of the operation of the church. Of particular note is the fact that it was not necessary to use the extra 1% draw from the endowment for fiscal year 2009-2010 that was authorized at the annual meeting in May 2009.

Our new settled minister, Michael, has brought new energy and new ideas to the congregation. As a consequence, the draft 2011-12 budget required an impressive 20% increase in pledge funds to provide all the program support desired for next year. Final pledge numbers are not available as of this report but preliminary indications are that the congregation supports the increased level of activity.

For the current year, cash flow has been sufficient that it has not been necessary to access funds from the endowment yet. Other positive indicators of an involved and supportive congregation are the continued increase in the Community Plate and the success of the fund-raising by the youth group to finance their service trip to New Orleans.

The particulars of the church's financial status are given in the reports of the Trust Fund Committee, the Report of the Custodian of Trust Funds, and in the balance sheet.

Finally, the treasurer wishes to acknowledge the outstanding support provided by Fran Philippe and Dave Feltus in posting contributions and pledges and generating quarterly account reports, respectively.

Worthy of a separate paragraph is a special "thank you" to our administrator/bookkeeper, Lea Smith, whose incredible recall of facts, innovative thinking, attention to detail, positive attitude, and willingness to show up at a seemingly endless series of meetings continue to make the treasurer's job a real pleasure!

*Respectively submitted,
Ken Koerber, Treasurer*

Fiscal Year 2009-10
Budget vs. Actual

| | FY 2009-10 Actual (11 mo) | FY 2009-10 Budget (12 mo) |
|---------------------------------------|------------------------------|------------------------------|
| Income | | |
| Couch Trust | 8107 | 7000 |
| Downing Trust | 2000 | 2000 |
| Endowment-budget | 67456 | 67456 |
| Fernald Trust | 3000 | 4000 |
| Interest | 38 | 0 |
| Misc Income - designated | | |
| Caring Network donations | 475 | |
| Coffee donations | 187 | |
| RE donations | 155 | |
| Misc Income - designated - Other | 1178 | |
| Total Misc Income - designated | <u>1995</u> | <u>0</u> |
| Miscellaneous | 1556 | 200 |
| Plate & Gift | 10481 | 7500 |
| Pledge | 157125 | 201038 |
| Pledge-previous year | 7093 | 0 |
| Rentals | 34806 | 33000 |
| Special transfer-endow | 0 | 16864 |
| Ways & Means-Fundraisers | 14872 | 15000 |
| Total Income | <u>308529</u> | <u>354058</u> |
| Expense | | |
| 1-Salary | | |
| Admin Assistant | 13116 | 14209 |
| Administrator | 26298 | 28490 |
| Child Care | 1202 | 1525 |
| Custodian/Facility Manager | 27426 | 28300 |
| Director of RE | 18598 | 18598 |
| Minister | 69200 | 75500 |
| Choir Director | 6653 | 6653 |
| Music Director/Dir Inst Music | 12481 | 12481 |
| Total 1-Salary | <u>174975</u> | <u>185756</u> |
| 2-Benefits | | |
| Employer Payroll Expenses | 13464 | 14210 |
| Health Insurance | 20142 | 31452 |
| Life/Disability/Dent Insurance | 1031 | 1495 |
| Pension | 13130 | 13229 |
| Total 2-Benefits | <u>47767</u> | <u>60386</u> |
| 3-Office | | |
| advertising | 749 | 850 |
| credit card fees | 757 | 650 |
| liability insurance | 5759 | 5150 |
| office equipment | 6459 | 6300 |
| office supply | 1349 | 2000 |
| postage | 1530 | 2200 |
| property tax | 36 | 70 |
| staff training | 400 | 400 |
| telephone | 2012 | 2200 |
| workers' comp | 2417 | 2600 |
| Total 3-Office | <u>21468</u> | <u>22420</u> |
| 4-Ministry | | |
| Committee on Ministries | | |
| Discretionary | 150 | 150 |
| Professional | 8431 | 8131 |
| Total 4-Ministry | <u>8581</u> | <u>8281</u> |
| 5-Religious Education | | |
| child safety policy | 509 | 350 |
| curricula | 233 | 100 |
| DRE professional | 295 | 500 |
| equipment-re | 181 | 100 |
| mileage-Dir RE | 100 | 100 |
| special events | 222 | 300 |
| supplies + snacks | 1420 | 1500 |
| training-teachers | 316 | 500 |
| Youth Advisor expense | 200 | 200 |
| Total 5-Religious Education | <u>3475</u> | <u>3650</u> |

| | FY 2009-10 Actual (11 mo) | FY 2009-10 Budget (12 mo) |
|--|------------------------------|------------------------------|
| 6-Building & Grounds | | |
| electric | 5513 | 7685 |
| equipment-b&g | 831 | 1000 |
| heat | 10376 | 16915 |
| maint - special projects | 800 | 1500 |
| maint & repairs-b&g | | |
| electrical | 590 | |
| fire & emerg. lights | 6572 | |
| floors | 2920 | |
| furnace | 2469 | |
| grounds | 2947 | |
| plumbing | 1452 | |
| maint & repairs-b&g - Other | 3450 | |
| Total maint & repairs-b&g | <u>20399</u> | <u>12000</u> |
| snow plowing | 2050 | 4000 |
| supply-b&g | 3246 | 4000 |
| Trash disposal | 678 | 780 |
| water / sewer | 1825 | 2500 |
| Total 6-Building & Grounds | <u>45718</u> | <u>50380</u> |
| 7 - Dues | | |
| Interfaith Council | 175 | 175 |
| NNED Dist Dues | 4000 | 4000 |
| UUA Fair Share | 7000 | 7000 |
| Total 7 - Dues | <u>11175</u> | <u>11175</u> |
| Adult Enrichment | 0 | 100 |
| Canvass | 858 | 1000 |
| Caring Network | 395 | 960 |
| Communications Committee | 51 | 200 |
| Community Service | 401 | 500 |
| Covenant Groups | 60 | 150 |
| Family Ministry Committee | 653 | 1000 |
| Green Sanctuary | 21 | 50 |
| Library | 100 | 100 |
| Membership | 337 | 600 |
| Music & Worship | | |
| conferences, dues | 1818 | 500 |
| guest musicians | 300 | 300 |
| guest pulpit | 250 | 700 |
| instrument maintenance | 457 | 600 |
| music | 388 | 400 |
| supplies & sanctuary | 301 | 350 |
| Total Music & Worship | <u>3513</u> | <u>2850</u> |
| Prudential | | |
| Leadership Development | 798 | 1000 |
| Prudential - Other | 987 | 1000 |
| Total Prudential | <u>1785</u> | <u>2000</u> |
| Social Committee | 506 | 200 |
| Social Hour | 493 | 500 |
| Social Justice | 0 | 200 |
| Ways & Means expense | 1780 | 1500 |
| Welcome Congregation | 0 | 100 |
| Total Expense | <u>324112</u> | <u>354058</u> |
| Net Profit or Loss | <u>-15583</u> | <u>0</u> |

Balance Sheet

As of March 31, 2011

| | <u>Mar 31, 11</u> |
|---------------------------------------|-------------------------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| Citizen's checking | 8,979.79 |
| Total Checking/Savings | <u>8,979.79</u> |
| Total Current Assets | <u>8,979.79</u> |
| TOTAL ASSETS | <u><u>8,979.79</u></u> |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Accounts Payable | |
| 2000 · Accounts Payable | 2,061.66 |
| Total Accounts Payable | <u>2,061.66</u> |
| Other Current Liabilities | |
| Advance Pledges | 9,190.00 |
| Total Other Current Liabilities | <u>9,190.00</u> |
| Total Current Liabilities | <u>11,251.66</u> |
| Total Liabilities | 11,251.66 |
| Equity | |
| Community Plate Fund | |
| Comm Plate income | 40,211.47 |
| Comm Plate payments | <u>-40,211.47</u> |
| Total Community Plate Fund | 0.00 |
| Family Ministry Fund | 449.25 |
| Fresh Food Pantry fund | 266.78 |
| Memorial Garden maintenance | 524.79 |
| Memorial Gift Fund | 1,496.65 |
| Memorial Plant Fund | 54.03 |
| Minister's Discretionary | 2,115.22 |
| Misc FUND-designated | 386.96 |
| Retained Earnings | 8,621.80 |
| Service Committee Fund | 176.94 |
| UU Friends of Refugees | |
| Reunification Fund | 918.75 |
| UU Friends of Refugees - Other | 230.00 |
| Total UU Friends of Refugees | <u>1,148.75</u> |
| Youth Group Fund | 3,286.53 |
| Net Income | <u>-20,799.57</u> |
| Total Equity | <u>-2,271.87</u> |
| TOTAL LIABILITIES & EQUITY | <u><u>8,979.79</u></u> |

Fiscal Year 2010-11
Revenue Expense to date
Aug. 2010 - Mar. 2011

| | Aug '10 - Mar '11 | Annual Budget | | Aug '10 - Mar '11 | Annual Budget |
|----------------------------------|----------------------|------------------|---------------------------------|----------------------|------------------|
| Income | | | 6-Building & Grounds | | |
| Couch Trust | 24,190.91 | 7,000.00 | electric | 3,796.22 | 7,500.00 |
| Downing Trust | 0.00 | 2,000.00 | equipment-b&g | 882.52 | 1,000.00 |
| Endowment-budget | 0.00 | 71,461.00 | heat | 9,778.63 | 16,000.00 |
| Fernald Trust | 3,000.00 | 3,500.00 | maint - special projects | 0.00 | 1,500.00 |
| Interest | 17.60 | | maint & repairs-b&g | | |
| Misc Income - designated | | | fire & emerg. lights | 5,357.83 | |
| Caring Network donations | 300.00 | | floors | 3,681.00 | |
| Misc Income - designated - Other | 355.00 | | furnace | 1,357.24 | |
| Total Misc Income - designated | 655.00 | | grounds | 1,502.00 | |
| Miscellaneous | 519.16 | 600.00 | plumbing | 2,341.10 | |
| Plate & Gift | 9,337.46 | 7,500.00 | maint & repairs-b&g - (| 962.64 | 12,000.00 |
| Pledge | 142,762.65 | 220,447.00 | Total maint & repairs-b&g | 15,201.81 | 12,000.00 |
| Pledge-previous year | 14,728.53 | | snow plowing | 466.08 | 4,000.00 |
| Rentals | 23,080.15 | 33,000.00 | supply-b&g | 1,906.04 | 4,200.00 |
| Special transfer-endow | 0.00 | 8,933.00 | Trash disposal | 602.08 | 780.00 |
| Special Transfer-PRU 5% | 3,693.80 | 0.00 | water / sewer | 1,448.15 | 2,200.00 |
| Ways & Means-Fundraisers | 12,250.75 | 15,300.00 | Total 6-Building & Grounds | 34,081.53 | 49,180.00 |
| Total Income | 234,236.01 | 369,741.00 | 7 - Dues | | |
| Expense | | | Interfaith Council | 175.00 | 175.00 |
| 1-Salary | | | NNED Dist Dues | 2,210.00 | 4,420.00 |
| Admin Assistant | 10,190.98 | 14,564.00 | UUA Fair Share | 6,750.00 | 9,000.00 |
| Administrator | 20,404.98 | 29,202.00 | Total 7 - Dues | 9,135.00 | 13,595.00 |
| Child Care | 1,158.00 | 1,563.00 | Adult Enrichment | 0.00 | 100.00 |
| Custodian/Facility Manager | 21,248.69 | 29,008.00 | Canvass | 941.40 | 1,000.00 |
| Director of RE | 14,290.04 | 20,000.00 | Caring Network | 683.99 | 960.00 |
| Minister | 51,331.72 | 75,500.00 | Communications Committee | 0.00 | 200.00 |
| Music Assistant | 10,758.88 | 9,595.50 | Community Service | 32.09 | 500.00 |
| Music Director | 8,152.58 | 11,095.50 | Covenant Groups | 100.00 | 150.00 |
| Volunteer Coordinator | 1,812.50 | 3,250.00 | Family Ministry Committee | 607.51 | 1,000.00 |
| Total 1-Salary | 139,348.37 | 193,778.00 | Friends of Refugees | 0.00 | 1,000.00 |
| 2-Benefits | | | Green Sanctuary | 11.04 | 50.00 |
| Employer Payroll Expenses | 10,713.05 | 14,939.00 | Library | 256.26 | 250.00 |
| Health Insurance | 16,759.49 | 29,000.00 | Membership | 432.43 | 600.00 |
| Life/Disability/Dent Insurance | 1,427.15 | 2,417.00 | Music & Worship | | |
| Pension | 9,331.05 | 13,371.00 | conferences, dues | 0.00 | 1,200.00 |
| Total 2-Benefits | 38,230.74 | 59,727.00 | Guest musicians | 950.00 | 2,100.00 |
| 3-Office | | | guest pulpit | 311.00 | 700.00 |
| advertising | 581.32 | 850.00 | instrument maintenance | 320.00 | 900.00 |
| credit card fees | 747.38 | 780.00 | music | 237.21 | 800.00 |
| liability insurance | 4,142.00 | 5,900.00 | supplies & sanctuary | 435.47 | 500.00 |
| office equipment | 2,526.89 | 4,340.00 | Total Music & Worship | 2,253.68 | 6,200.00 |
| office supply | 1,982.84 | 2,000.00 | Prudential | | |
| postage | 838.27 | 2,200.00 | Leadership Development | 669.95 | 1,500.00 |
| property tax | 39.03 | 70.00 | Prudential - Other | 2,075.38 | 1,000.00 |
| staff training | 185.50 | 400.00 | Total Prudential | 2,745.33 | 2,500.00 |
| telephone | 1,502.46 | 2,200.00 | Social Committee | 333.55 | 200.00 |
| workers' comp | 1,848.25 | 2,700.00 | Social Hour | 485.13 | 500.00 |
| Total 3-Office | 14,393.94 | 21,440.00 | Social Justice | 9.04 | 500.00 |
| 4-Ministry | | | Ways & Means expense | 1,294.99 | 1,700.00 |
| Committee on Ministries | 0.00 | 1,000.00 | | | |
| Discretionary | 150.00 | 150.00 | | | |
| Professional | 6,004.46 | 7,550.00 | | | |
| Total 4-Ministry | 6,154.46 | 8,700.00 | | | |
| 5-Religious Education | | | | | |
| child safety policy | 412.60 | 960.00 | | | |
| curricula | 0.00 | 100.00 | | | |
| DRE professional | 1,037.41 | 1,750.00 | | | |
| equipment-re | 69.99 | 100.00 | | | |
| OWL/Coming of Age | 40.00 | 250.00 | | | |
| special events | 10.77 | 300.00 | | | |
| supplies + snacks | 976.02 | 1,500.00 | | | |
| training-teachers | 508.31 | 500.00 | | | |
| Youth Advisor travel | 200.00 | 200.00 | | | |
| Youth Group | 250.00 | 250.00 | | | |
| Total 5-Religious Education | 3,505.10 | 5,910.00 | | | |
| | | | | 255,035.58 | 369,740.00 |
| | | | | <u>-20,799.57</u> | <u>1.00</u> |

Reports of the Committees

Adult Enrichment Committee

The Concord UU Church congregation is brimming with interests, talents, skills and curiosity—everything needed for another successful year for the Adult Enrichment Committee. From September through December 2010, some of our program offerings leaned toward the spiritual, such as Bible Study with our new minister, Praying in Color, Mindful Yoga, and Portable Labyrinths. Our Armchair Traveler Series was well-attended with three sessions including A Humanitarian Safari in Africa, Miss Binita Goes to Washington and Following Adoption to Korea.

Our second semester, January through June 2011, presented an eclectic selection of offerings, including Mindfulness-Based Stress Reduction (back by popular demand), Paganism 101, and the introduction of World Trivia nights. Rounding out the diverse programming was Conversations in Sign Language, Music from the Spirit, NH Wildlife, and Good Books & Desserts. Our ongoing programs such as Poetry & Spirituality, Book Buddies, Ethnic Potluck Suppers, and Meditation continue to have a loyal following.

In committee meetings, we updated our communication procedures and publicity efforts. We also talked about ways to reach out to the greater Concord community through AE program offerings and leadership opportunities. Most of our AE Committee members are considering moving on to other church opportunities; this vibrant committee will need new participants and leadership to continue providing opportunities for people to make genuine connections with each other in their personal spiritual journeys while coming together to share talents, learn from one another and have fun.

Karen Landsman, Chairperson

Committee Members Cathie Creed, Elaine Pinkham, Nancy Morse and Julie Lombard

Buildings & Grounds Committee

The Committee has recently been meeting monthly after a long period of relative inactivity. New members have joined to help with the long list of building issues that need to be addressed. Current members include Peter & Christy Bartlett, Andy Duncan, Dave Feltus, Beth Gabrielli, Ken Koerber (Chair), Greg Terkow, Ray Smuda, and Rick Mitchell. Many other members of the congregation have also contributed their talents during a fall or spring clean up or during the execution of a specific task.

A list of tasks covering desired maintenance of the building is maintained by Lea Smith in conjunction with the facility manager, Kathie Martin. At their monthly meeting the Committee determines the relative priorities for the tasks and assigns a member to take lead in executing the task. Occasionally, there are emergencies presented, as with the ownership of any building, and decisions must be made prior to a meeting. The building is used by hundreds of people in any given week, and this results in a continuing list of maintenance items from loose pews in the sanctuary to replacement of plumbing fixtures.

One task that Dave Feltus has been working on is the replacement of the heating system(s) of the church. He has a proposal being submitted to the Community Loan Fund with the possibility of a grant being awarded to replace the old heating system with a more energy efficient system. We have had

repeated problems with old system and if we can enlist aid with this large expenditure, it will help our building tremendously. There are many "hoops" through which we must jump as federal money is involved. We are hoping this project will be completed prior to the next heating season. The cost to heat our building is a significant part of the operating expenses of the budget.

Staying current with fire code requirements is a continuing challenge. This past year it was necessary to add door closers to all the doors. To facilitate keeping a door open without using a door stop, (prohibited by the fire code), the church invested in magnetic holdbacks that release if the fire alarm is activated. Committee members installed the door closers and custom mounting surfaces for the doors at Fellowship Hall and the RE office.

The community gardens continued to make good use of the front lawn of our church property in the summer. Both members of the congregation and members of the refugee community have benefited from the effort expended in laying out the gardens. During the past year a water line was installed beneath the front parking area to eliminate the need for hoses across the drive. Also, four peach trees were planted on the lawn. We feel these gardens also promote our mission and principles.

Many smaller items are addressed each month, but it is becoming apparent to those on the committee that a capital campaign is needed to address the larger items in the near future. Our building is now 50 years old with original plumbing, electrical wiring, windows and doors. The modern requirements for many electronics need to be addressed. The committee will be spending time in the next several months preparing a thoughtful proposal for consideration.

We have a wonderful building to maintain and are proud to contribute to its life and longevity.

Submitted by Christy Dolat Bartlett

Building Use Committee

This year has been filled with hellos and goodbyes to friends new and old. We welcomed back many repeat renters, including UNH Master Gardeners, Local Harvest CSA, and Limelight (a.k.a. Kidspot) Theatre Camp. Rentals to these groups, plus Emerson Preschool, comprise 64% of our annual rental income. Total rental income exceeded \$35,000 this year.

We met with the new leadership of the Young People's AA support group to address issues of offensive language and smoking/non-smoking areas. They appreciate being able to rent at such a reduced rate and were very responsive to our concerns.

We said goodbye to the Capital Gay Men's support group, that had met in our Parlor for many years, but whose numbers have outgrown the capacity of our space.

We bid a fond farewell to loyal and dedicated Building Use Committee members Patricia Bass and Elaine Pinkham. We have been fortunate to have their knowledgeable and thoughtful comments to rely upon for more than a decade! We welcome two new members, Peter Bartlett and Trudy Mott-Smith, to the committee. Ongoing members include Administrative Assistant Eve Scarcello, the Rev. Michael Leuchtenberger, Pru liaison Ken Koerber, and Administrator Lea Smith.

Submitted by Eve Scarcello, Administrative Assistant

Caring Network

The Caring Network has welcomed both new and old members to our committee, which meets monthly. This year we have been exploring ways to improve upon the service work we do for our church community. In January, a group of us attended a workshop called "Creating and Sustaining Lay Pastoral Care Teams." The Caring Network plans to continue to explore the benefits of what a Pastoral Care Team may do for our church as well as continue its primary ministry of Parish Care. This year we have had to dig deep into our Caring Network Task lists: Meals, Transportation, Visiting, Memorial Receptions, and Odd Jobs to find all the support we've needed to assist our members and friends. Our success is only possible with the generous help of so many volunteers from within our church.

Committee members are: Julie Lombard—Chair and Co-coordinator of Transportation, Ginnie Warner—Meals Coordinator, Beth Gabrielli—Co-coordinator of Memorials, Susan Koerber—Co-coordinator of Memorials, Marian Stanton—Visits Coordinator, Ann West—Co-Coordinator of Transportation, Cara Leuchtenberger—Volunteer Recorder, Joan Harris—Havenwood-Heritage Heights Liaison, and Kitty Hok, Susan Feltus, Ilene Stern, and Lin Kearns, with Marjorie Waters as Pru Liaison.

Respectfully Submitted by Julie Lombard, CN Chair

Committee on Ministries

The Committee on Ministries was formed by the Prudential Committee during the 2010-11 church year. The COM consists of six members who will ultimately all have six-year terms. Current members are Chair, Fran Philippe, and Vice Chair, Tom Van Loon (two years), Lyn Betz, secretary, and Marian Stanton (four years) and Wayne Frey and Barbara Keshen (six years.) The terms began January 1, 2011. The COM is accountable to the congregation via the Pru and has no independent authority to act except in an advisory role to the Pru and to other church ministries.

The initial charge of the COM is to work with the congregation to better define our church's Mission-Covenant and then to support and review the carrying out of this agreement. To this end, the COM has begun plans to educate the congregation on a clear understanding of the meaning of "mission" and "vision" and then with consultation, to fully involve the congregation in articulating the church's mission statement and in developing our vision of the church's future. At this point, the COM will identify individual ministries of our church and their role in our mission.

Beginning in 2011, and each spring thereafter, the COM will provide a review of our minister, Rev. Michael Leuchtenberger, during his preliminary fellowship until approval by the UUA's Ministerial Fellowship Committee for Final Fellowship.

Submitted by Fran Philippe, Chair

Communications Committee

The Communications Committee produced a photo directory this fall, for the first time in many years, and the first time it's been done internally rather than through an outside company. Members appreciated the painless process (no sales pitch) but the finished photos were not great quality due to our software and copy machine. Many thanks to photographers Kath Butcher and Jess Gerrior Baribault, and to designer David Feltus.

We've expanded our electronic offerings including Parish Notes by email to those who prefer it, and an up-to-date online calendar of events. The committee also assisted in the creation of two Facebook Groups for church members—a "Social and Outing Club" and a group for members involved with Family Ministry.

Publications guidelines have been in flux this year with the coming of a new minister and the advent of so many electronic options. We are continuing to refine these guidelines.

The Committee proposed an External Communications Policy to Pru, which they approved. While the Communications Committee is charged with oversight of internal communications, we see an increasing need for development of a group to oversee external communications, or to expand the mission of the Communications Committee to include that.

The Communications Committee lost its chair, David Wiesner, who resigned from the church. A replacement has yet to be found. Remaining members are Lorraine Ellis and David Feltus. Nancy Wood is the Parish Notes editor, and Lorraine is the webmaster and producer of the eBulletin weekly electronic newsletter. Administrative Assistant Eve Scarcello maintains the online calendar.

*Submitted by Lea Smith, Church Administrator,
with input from Lorraine Ellis*

Community Service Committee

The main focus of the Community Service Committee this church year has been the coordination of the Community Plate project. Between March 7, 2010 and March 6, 2011 over \$24,000 has been donated to various organizations from the plate collection each Sunday.

The committee has embarked on a trial of changing the process for designating the Community Plate recipients this year. Rather than having a congregant volunteer for a month-long rotation of choosing plate recipients, we have made modifications to our yellow request and information card and the committee has been scheduling the plate designations each month at our regular committee meeting. At our monthly meetings we look at all requests received that have not been designated and do our best to match the requests with the planned sermon or theme of the service each Sunday.

In addition to the Community Plate project, our committee organized Thanksgiving food baskets for a small number of church members, and worked in partnership with Religious Education on a food drive that was donated to the Friends of Forgotten Children organization. We are currently in the process of coordinating Easter food baskets for recipients designated by the VNA.

The Committee consists of five members, Co-chair Amy Wright, Co-chair Abby Whitson, Elinor Yeaton, Bob Wright and Jean Reynolds. Abby is planning to step down as Co-chair at the end of the church year. Anyone interested in joining this Committee can contact any of the above Committee members.

*Submitted by
Abby Whitson, Co-Chair*

Community Plate Collections March 2010 through March 2011

| | | |
|---------------|--|--------|
| 3/7/10 | Coming of Age Boston trip | 708.25 |
| 3/14/10 | Youth Group | 576.00 |
| 3/21/10 | Rise Again Outreach | 451.25 |
| 3/28/10 | UUAN & NHCADP | 429.00 |
| 4/4/10 | WIC | 565.46 |
| 4/11/10 | Concord Parks and Rec Dept | 290.50 |
| 4/18/10 | UU Giveaway garden | 729.00 |
| 4/25/10 | Sycamore Garden | 604.23 |
| 5/2/10 | UU Friends of Refugees | 260.30 |
| 5/9/10 | NH Animal Rights League | 240.00 |
| 5/16/10 | Sheila Stanley Community Counseling Fund | 470.05 |
| 5/23/10 | VegFund Inc | 337.50 |
| 5/30/10 | Animal Allies | 192.02 |
| 6/6/10 | Project Nighthawk | 241.00 |
| 6/13/10 | Heifer Project | 545.00 |
| 6/20/10 | NH Peace Action Education Fund | 61.00 |

| | | |
|----------------------------|---|------------------|
| 6/27/10 | NH Peace Action Education Fund | 51.00 |
| 7/11/10..... | NH Peace Action Education Fund | 91.75 |
| 7/18, 7/25, 8/1 | NH Freedom to Marry | 316.95 |
| 8/8, 8/15, 8/22, 8/29 | 1 Sky..... | 582.09 |
| 9/5/10 | NH Peace Action Education Fund | 77.25 |
| 9/12/10 | Ministers Discretionary Fund | 927.00 |
| 9/19/10 | CROP Walk | 669.80 |
| 9/26/10 | CROP Walk | 490.95 |
| 10/3/10 | Friends of Forgotten Children | 484.27 |
| 10/10/10 | The Children's Place | 208.25 |
| 10/17/10 | Second Start..... | 626.78 |
| 10/24/10 | Meadville Lombard | 501.00 |
| 10/24/10 | Ordination—Living Tradition Fund | 1,000.31 |
| 10/31/10 | Concord Heights Neighborhood Family Center | 610.10 |
| 11/7/10..... | Ethical Eating Core Team | 392.00 |
| 11/14/10..... | Friends of Forgotten Children | 540.75 |
| 11/21/10..... | Friendly Kitchen | 676.60 |
| 11/28/10..... | UU United Nations Office | 309.95 |
| 12/5/10 | Cold Weather Shelter | 720.00 |
| 12/12/10 | Youth Group for Giving Tree | 370.75 |
| 12/24/10 | Ministers Discretionary Fund—at both services | 2,083.81 |
| 12/26/10 | Osher Lifelong Learning | 196.00 |
| 1/2/11 | Amnesty Intl | 632.86 |
| 1/9/11 | UUSC Guest at Your Table | 519.90 |
| 1/9/11 | UUSC GAYT Memberships | 390.00 |
| 1/16/11 | PNWD-UUA Klamath Falls Church fire recover | 647.65 |
| 1/23/11 | Family Ministry childcare | 449.25 |
| 1/30/11 | Companion Animal Assistance Fund | 322.40 |
| 2/6/11 | Friendly Kitchen | 647.20 |
| 2/13/11 | Emerson School scholarships | 320.86 |
| 2/20/11 | Concord Homeless Resource Center | 680.81 |
| 3/6/11 | Drepung Gomang Monastery | 883.08 |
| | TOTAL | 24,121.93 |

Denominational Affairs Committee

General Assembly: In 2010, church member Peggy Herbert was our lay delegate at General Assembly in Minneapolis. In 2011, we have three congregants who tentatively plan to attend GA in Charlotte, NC (along with ministerial delegate Michael Leuchtenberger.) We are allowed up to six lay delegates so if anyone is interested they should contact the office ASAP. This year, the UUA is trying something new in an effort to make the business meeting more easily accessible. The GA 2011 off-site trial allows delegates to watch live, streaming video of plenary (business) sessions from wherever they live or work, then queue up to speak and vote. Our church does not have any participants in the program this year, but we hope to participate in the future.

UU Service Committee: On January 9, our Community Plate was given to the UUSC as the culmination of the Guest at Your Table campaign and UUSC membership drive.

UU-United Nations Office: In October, Rev. Leuchtenberger's sermon related to UU-UNO, and we gave them a Community Plate in November.

UU Musicians Network: Abby Charbeneau attended the 2010 conference of the UUMN and both Abby and our Acting Choir Director, Jane Berlin Pauley, will attend the 2011 UUMN conference.

Association Sunday: On May 8 we will participate in this annual celebration of the UUA and our common bonds and purposes.

Northern New England District Conference: At the Annual Meeting and Conference of the Northern New England District (NNED) of the UUA, our lay delegates were Fran Philippe and Peggy Herbert, along with ministerial delegate Michael Leuchtenberger. Fran was honored by the District with a Congregational Leadership Award for the many contributions she has made in leadership roles at our church. Our music director, Abby Charbeneau, provided musical accompaniment at the conference.

District gatherings at our church: As we are centrally located in the NNED, our church is often the site of district events, such as workshops and staff clusters. The UU Ministers Association cluster and the new ministers District meetings occur here monthly. In November, we hosted the district's Environmental Sustainability and Justice Conference. It is a blessing to be able to assist our fellow UU congregations in this manner.

The District asked us for a fee schedule to help them know what they should pay when they use our building. In response, Pru voted to "encourage use of our church as follows:

1. Small events (less than 40 in parlor, chapel, or classroom) will continue to be free.
2. For larger events (multi-day events and/or more than 40 people and/or using Fellowship Hall/Sanctuary) we will rent space to the District for 50% of normal rental rates in order to cover average incurred costs."

District Youth Ministry: Rev. Leuchtenberger serves on the Youth Ministry Steering Committee of the NNED.

Denominational Affairs is currently a committee of one, David Feltus. Anyone interested in breathing some life into this committee should see David.

*Submitted by Lea Smith, Church Administrator,
with input from Rev. Michael Leuchtenberger*

DRE Search Committee

The Search Committee for a settled Director of Religious Education included Don Brueggemann, Mary Babineau, Peg Herbert, Doug Weckstein, and Kathy Alcott, with long-distance support from Michael Leuchtenberger. Early on the committee compiled an inventory of the skills felt to be most essential to move the Religious Education program forward. Several applications were received, each offering a unique set of skills, talents and experiences. In May, a match in Stefanie Allison was determined, with the terms negotiated and position offered. Ms. Allison accepted and the committee finalized the hiring process. In mid-August, citing personal reasons, Ms. Allison submitted her resignation to the Prudential Committee prior to assuming any responsibilities of the DRE position. The DRE Search Committee, having not yet been formally decommissioned, was called back to active duty. After discussion and careful consideration, the committee, with the input of Michael Leuchtenberger and the Prudential Committee, unanimously offered the position to Kristin Nelson, the church's former Acting DRE. Kristin had emerged as the clear second choice during the spring deliberations. Her acceptance of the position allowed the RE program to begin the church year fully staffed and prepared to provide religious education programming to our congregation.

Family Ministry Committee

The Family Ministry Committee has had a successful year. We continue to define and develop our role in the church. We increased the committee's size with three new members for a total of eight. We officially incorporated the Family Covenant Group under the FMC umbrella and also helped develop a Family Support Group which meets monthly. We are currently working to develop closer ties with the RE Director to work in a symbiotic way to actively bring UU values into our young families' households.

The committee voted this year to be an assertive voice for funding and providing childcare for church events and eventually for committee meetings so that young parents will have more opportunity to be involved in church life.

Currently we are in the process of establishing a Family Ministry Facebook group so that young parents will have a resource to connect with each other in an easy and timely fashion about difficult issues facing parents.

Again this year we will host our two Gourmet Dinner Nights and two Dessert and Discussion Nights. The Dinners continue to be a great success with 40 to 50 parents participating. The Discussion Nights are losing popularity and we will be re-evaluating their worth for next year.

Our committee members are currently Bob Gabrielli, Ann Kontak, Marianne Fleischman, Betsy Peabody, Pat Dahme, Scott Mayo, Jesse Taylor and Anne Zinkin.

Submitted by Bob Gabrielli, Chair

Finance Committee

The Finance Committee is currently composed of Linda Rogers, Ken Koerber, John Warner, David Feltus, Tom Van Loon, Lea Smith (church administrator), and Jack Wakelin. Attempts to replace recently departed members have not been successful to date.

The committee is happy to report that the church year (09-10) ending on July 31, 2010 was completed with only a 4% draw from the Trust Fund in the support of our operating budget. This was due to careful spending by the committees and church staff throughout the year, a mild winter, and an 11 month year caused by the realignment of our church year in accordance with UUA recommendations. The current church year (August 1, 2010 through July 31, 2011) budget has seen an increase due to the addition of a part-time Volunteer Coordinator to the staff and a modest increase in the hours of the music staff.

The pledge for the current year rose accordingly to meet these expenses and will provide approximately 59% of our operating budget. An unexpected distribution from the Couch Trust of approximately \$17,000 was received in January 2011. This payment and steady payments of pledges by the congregation has eliminated the need to draw any funds from the Trust Fund (also known as Endowment) to support the budget for the current church year (as of March 31, 2011). The committee projects that this church year will be the second consecutive year that the support of the budget by the Trust Fund will not exceed the 4% target.

The cost of each program as a percentage of the total operating budget for the current church year (8/1/10 to 7/31/11) is shown in the table below.

| Facilities | Ministerial | RE & Childcare | Programs & Dues | Music & Worship | Administrative | Rentals |
|-------------------|--------------------|-------------------------------|--------------------------------|--------------------------------|-----------------------|----------------|
| 34% | 28% | 10% | 10% | 8% | 8% | 2% |

Church activities have increased significantly across all church programs with the arrival of our new settled minister last summer. Budget preparations for next church year have been underway since January 2011 with increases in all programs anticipated to support this higher level of activity. A budget forum was held in March 2011 to support the stewardship campaign, still ongoing at this writing, and results to date are encouraging. If successful, the stewardship campaign for next year will support 65% of the projected budget total of over \$400,000.

The Finance Committee is anticipating a third year with only a 4% withdrawal from the Trust fund in support of the budget for next church year. The committee also expects to develop another mid-range financial plan to identify the resources that may become available to support our spiritual community in these difficult economic times.

*Respectfully submitted,
Jack Wakelin, Chair*

Green Sanctuary Committee

The Green Sanctuary Committee has been relatively quiet in 2010. We organized the intergenerational campout at the church in May 2010. We also hosted several "Ethical Eating" talks and vegan meals. Around Earth Day in April 2010, we had the 40/40/40 challenge to do 40 good things for the earth over 40 days in honor of Earth Day's 40th anniversary. In the summer and fall of 2010 the Green Sanctuary committee helped pursue utility rebate and grant funding for efficiency upgrades to the church's heating system. In November the Green Sanctuary Committee hosted Northern New England District's weekend Environmental Sustainability and Justice conference. Committee members have also been active in the Giveaway Garden and other church projects with environmental slants.

Submitted by Andy Duncan, Chair

Legacy Gifts Committee

The Committee includes Patty Bass, Priscilla Devine, Dorean Kimball, and David Feltus, Chair.

Library

One of the newest books in our collection, *Theology Ablaze*, by Tom Owen-Towle, celebrates the 50th anniversary of Unitarian Universalism. As we share our 50th year in this structure, it is worth noting that there was no library here for about half that time. It was started by a progressive group of women with donations from their own shelves. We all owe these visionaries our gratitude. For many years it had no inclusion in our operating budget. As use of this resource increased, the focus and mission of the library was refined. Today the library houses about 900 volumes and has a line in the budget. It operates on the honor system and an old fashioned card catalog checkout system. This can lead to book disappearances. This year has been especially bad in that regard; 44 books have been stolen. That is far above the normal 10 or so that wander off yearly. Many ideas have been suggested to remedy this issue, but none are ideal. It is of greater importance to maintain the openness and availability of the books to members and friends. Sixteen books were purchased this year; several others were donated. Our library stands ready to serve our church for at least another 50 years. Let's hope the books are still here!

Submitted by Librarian Loren Hill

Membership

The Membership Committee has continued to actively welcome visitors each Sunday and we look forward to getting more people involved in this process next year. Thanks to Ginnie Warner, the Sunday greeters now have bright yellow badges to identify them.

Our minister, Michael, has introduced a new program, Introduction to Unitarian Universalism, that we sponsor. This is an opportunity for both new people and long-time UUs to find out more about the history of our religion. It has been held three times with about 25 people attending. Ideally, people would take this class before attending Pathway to Membership.

Pathway to Membership was held three times with a total of 22 attendees. Of these, 14 have become or are about to become members.

Michael initiated a new membership induction ceremony that is held during the church service. It has been well received and in the two ceremonies this year, we have added 21 new or returning members.

We did not do our annual phone-a-thon this year, opting instead to do one in the fall when we can check in on how people are feeling about our church.

Current members of this committee are: Peggy Herbert, Chair, John Tobin, Bob Wright, Carol Van Loon, Bill Allen, Ginnie Warner, Peg Gross, Judi and Jeff Abbe and Gary Schroeder. We meet after church one Sunday a month.

Submitted by Peggy Herbert

Memorial Garden Committee

During 2010 the Memorial Garden Committee members continued our commitment to promoting the 7th UUA Principle: Respect for the interdependent web of all existence of which we are a part.

Our Memorial Garden is on the Garden in the Woods list of gardens in New England. All our plantings and maintenance encourage a natural site where native plants and wildflowers flourish throughout the year. Donations of specific trees, shrubs, or flowers may be made from the Memorial Garden Committee's list of current and future plantings. Families and friends are encouraged to support the costs of maintaining the landscaping and plantings. Additional monetary gifts are always welcome.

The Memorial Garden Committee, Lea Smith, and Reverend Olivia Holmes adopted a list of procedures for the interment of ashes in the Memorial Garden columbarium. Please ask Lea for a copy of the procedures list. There is a \$60 fee for interment of ashes in the columbarium for church members and nonmembers; and a \$100 honorarium payable to the minister for nonmembers.

In spring 2011, our landscaper Phil Wise and New England Landscaping will be planting rugged plant varieties in case we have another summer drought.

The Memorial Garden Committee made donations to the New Hampshire Association for the Blind and to the Zonta Club in memory of Janet Copestakes. The Committee also donated a gift certificate to Nonni's for a Greens Fair raffle basket.

Interment of ashes took place for Esther Kavanaugh, Helen Barbara Hunt, and Janet and AD Copestakes.

The Memorial Garden Committee oversaw brass plaques being mounted on the church wall outside the parlor to remember J. Howard Lightfoot, Esther Kavanaugh, Ellen Eppelsheimer, Charles Lilly, Janet Copestakes, and Ronald Cooke.

Jeff Dearborn and Old Yankee Tree Service removed downed trees after the March 2010 windstorm. Loren Hill supervised the cleanup. Eve Scarcello took impressive pictures of the storm damage, which extended from one end of the garden to the other.

The members of the Memorial Garden Committee include: Chris Rueggeberg, Marian Stanton, Fred Creed, Tom McNamara, Joan McNamara, and Ray Orzechowski. Margie Wright-Golec is our Prudential Committee liaison.

The Memorial Garden Committee always encourages church members to explore the garden and enjoy its tranquility.

*Respectfully submitted,
Chris Rueggeberg, Chair*

Music & Worship Committee

The Music and Worship Committee has had a very busy year during the many changes and transitions taking place in our spiritual community.

Rev. Leuchtenberger is devoted to music and the ongoing development of our music ministry. We see this in our Sunday morning worship services which are full of music created by the adult and children's choirs, music staff, singers, musicians and the singing by the congregation. In addition, he has introduced a monthly Taize Sunday evening service for our church and the extended community which has been well attended.

We have had a very uplifting and enriching musical, vocal experience with our new Acting Choir Director Jane Berlin Pauley, our Music Director Abby Charbeneau, and the musical leadership of our newly settled minister. Guest conductors have also enriched our Sunday morning music and worship experience.

We are looking forward to working with our new minister regarding the ongoing development of the music ministry service as a universal language, and the role of the Worship Associates to increase the visibility of our UU faith. Rev. Leuchtenberger has been working closely with the Worship Associates to expand their role during the Sunday morning services. Our committee has also been working with the ushers to accommodate the increasing attendance this past year.

We will continue to engage volunteers to work with us on specific projects. At present there are several teams at work: The Banner Team that creates and executes our beautiful church tapestries and the Services of Summer Planning Team. The services this summer will continue to be held in the sanctuary as attendance at the summer services has grown well beyond the 40-person fire code capacity of the parlor. As we reviewed our charter, including our vision and mission statements, we have determined that our committee will be responsible for planning the Christmas Eve services in the future. We will recruit volunteers to assist in these efforts.

The members of the Music and Worship Committee this year are: Elaine Pinkham, Linda Williams, Gary Schroeder, Jeff Fetter, Craig Whitson, Martha Bower, with ad hoc members, Rev. Michael Leuchtenberger, Abby Charbeneau, Pilar Olivo, Diane Roberge, Barbara Stewart and Matt Aversa.

*Respectfully submitted,
Victoria Wakelin, Chair*

Nominating Committee

The Nominating Committee consists of Craig Whitson, Gail Rueggeberg, Nancy Morse and Barbara Keshen. The Committee is responsible for choosing a slate of officers to be voted on at the annual meeting and for filling any mid year vacancies. This year there was one mid year vacancy when Lorna Landry resigned from the Prudential Committee. Her slot was filled by Judy Fayre, who will be up for election at the annual meeting.

In March the Nominating Committee accepted the resignation of Nancy Morse with gratitude for her efforts as a member of the committee for several years.

*Respectfully submitted,
Barbara Keshen, Chair*

Slate of Candidates to be elected at 2011 Annual Meeting

| | | |
|--|---------------------------------------|----------------------------------|
| Moderator —one year term | John Tobin (<i>re-elect</i>) | |
| Clerk —one year term | William Allen (<i>re-elect</i>) | |
| Treasurer —one year term | Ken Koerber (<i>re-elect</i>) | |
| Assistant Treasurer —one year term | Francine Philippe (<i>re-elect</i>) | David Feltus (<i>re-elect</i>) |
| Custodian of Trust Funds —one year term | Jack Wakelin (<i>re-elect</i>) | |

Prudential Committee

Three-year term to expire in 2014:

Marianne Fleischman

Valerie Hall

Betsy Peabody

Two-year term to expire in 2013:

Judy Fayre (*appointed by Pru to fill a mid-year vacancy and now seeks election*)

Trust Fund Committee

Four-year term to expire in 2015:

Rob Fleischman (*re-elect*)

Personnel Committee

When I raised my hand last August and said that I would put together a Personnel Committee, after a lengthy time without one in our church, I had no idea what manner of wonderful people would come forward to join me and make this happen. Sue Koerber wrote the draft of the Personnel Policy Handbook (PPH) using her valuable expertise on personnel policies and procedures. David Feltus contributed much information and experience on the same topic. Barbara Stewart contributed legal advice and research. Linda Rogers brought historical information from a former personnel committee plus corporate experience, and Patty Bass's fierce passion has pushed us to be exact and clear in our intent and words. I have merely kept us on track and moving forward. To each of these people I am truly grateful.

We have put together a comprehensive PPH which we have given to the Prudential Committee for their reactions. Before sharing the PPH with Prudential, we gave it to the church's employees for their feedback. They gave us many helpful suggestions which were incorporated into the draft sent to Prudential.

Once the PPH has been approved by Prudential, we will continue with other personnel tasks including writing job descriptions.

Submitted by Joanna Henderson, Personnel Committee Chair

Prudential Committee

This has been an eventful and exciting year for our church community in many ways. Here are some of the things that we have done or started that stood out from my review of the year.

The review of our Interim Minister, the Rev. Olivia Holmes, was completed. This process involved her completing a self-evaluation, the Prudential Committee's completion of the same evaluation and then a discussion of the similarities and differences between the two.

During last summer's Market Days Lorna Landry and her merry troop of volunteers set up a UU Table where they dispensed free water, kids' books, and sunscreen. Literature about our church and UU philosophy was available. We hope to continue this during the coming summer.

The position of a Volunteer Coordinator was established. The Prudential Committee unanimously supported the selection of Cheryl Bourassa to fill this five hour per week staff position. It quickly became apparent that five hours was not enough and an increase was authorized. It is hoped, budget permitting, that the original five hours per week can be doubled to ten hours per week next year.

In September a Start-up Workshop with Norther New England District Executive Mary Higgins was organized and held. This workshop was designed to lay the ground work for a successful first year with our new settled minister, Michael Leuchtenberger.

The role and function of the Executive Committee of the Pru was examined. After discussion it was agreed that the existing policy that this committee could take no action would remain unchanged. Its function was to provide support and continuity for the Prudential Chair as the agenda was developed for upcoming meetings and to talk through issues facing the Prudential Committee. It was agreed that written reports of the meetings would be presented to the Prudential Committee at their subsequent meeting and posted on the bulletin board.

At about the same time a settled Director of Religious Education was chosen and we were extremely happy and relieved that Kristin Nelson accepted the position.

Also, at the same time, a newly formed Personnel Committee undertook the arduous task of examining and re-writing the Personnel Handbook. Thanks to their hard work a draft of the newly proposed handbook has been given to the Pru. A sub-committee of the Prudential Committee has been formed to take Pru Committee suggestions and ideas and fold them into a new document, after meeting with the Personnel Committee.

And, again, also at the same time (I am getting tired just writing this!), we had the Ordination of our new minister, Rev. Michael Leuchtenberger. It was a wonderful ceremony, coordinated by a committee from our church community. We were all very happy to welcome Michael and his immediate family, Cara, Daniel, and Noah, and also to meet his parents and brother and sister. Another church group produced a new banner and a new stole for the occasion.

And, *finally*, also at the same time, Jane Berlin Pauley was hired to be our Acting Choir Director after Justine Paul's resignation.

The Safety Committee continued its work creating an evacuation plan for the sanctuary, complete with lovely and coveted orange hats. A Safety Management Team was established with five original members. More members might be recruited in the coming year. It was suggested that plans for the evacuation of

the sanctuary be reviewed at any service where large numbers of visitors were expected. Evacuation Plan cards were also printed and put in the hymnal racks.

Work, led by John Warner, continued to be done in the area of Non-Violent Communciation and Restorative Circles. Several circles were held throughout the year.

The question of any possible tax liability for the use of our building by profit/non-profit organizations was examined. Hoping to avoid legal expenses, questions were forwarded to several tax attorneys. To date we have not received responses.

The Prudential Committee, as stipulated in the Ministerial Agreement, established the membership of the Committee on Ministries. The Pru and the COM are working to establish lines of communication and responsibility with and for this newly formed committee.

Pru member, Lorna Landry, had to resign for personal reasons at mid-year. The Pru was very fortunate to have Judy Fayre step forward and accept the vacant position for the rest of the year.

The Pru, after careful consideration, voted to add a second staff member to the Nursery to support the work provided by Chandra Rai. This staff member would not only do child care, but would also meet parents as they dropped off their children, and would also be able to point them in the right direction if they had questions that needed answering. Corey Landsman was selected for this position.

The Pru helped to establish a committee of volunteers to coordinate the 50th Anniversary of our church building. This committee worked to weave the history of our church into music and stories. A new chalice was presented to the church to mark the occasion!

And finally . . . Stewardship! Once again, the Stewardship Campaign was led by a member of Prudential, Sara McNeil, and supported by the work of the Prudential Committee and many other volunteers. A "Miracle Sunday" was held once again. There is a continued need to create a year-round Stewardship Committee.

Thus, endeth, the Prudential Committee's Annual Report!

*Respectfully submitted,
Tom Herbert, Chairman*

Subcommittee of Prudential: Downing Trust Grant Committee

Downing Trust Grants for 2011

The Downing Trust Committee for 2011 consisted of Linda Hatchett, past chair of Prudential, Tom Herbert, current chair of Prudential, Sarah-Elizabeth Whitcomb, member-at-large from the congregation, and Ken Koerber, Treasurer.

A meeting was held on April 10, 2011 to review the applications and to establish the recommendations for grants for 2011. Sarah-Elizabeth was the only one beside the Treasurer able to attend due to prior commitments on the part of the other members.

The decision process was easy this year since the total of the requests for grants was less than the amount of funds available. It was decided to recommend that the residual money left after granting all requests (\$1,414.15) be granted to the Manchester UU church to continue to partially support their music program.

At their regular meeting on April 13, 2011, the Prudential Committee accepted the recommendations of the Downing Trust Committee.

The grants requested, and the amounts awarded, are summarized in the Table below. The money available from the trust fund for award this year was \$14,214.15.

| <u>Applicant</u> | <u>Request</u> | <u>Amount</u> | <u>Granted</u> |
|-------------------------------|---|-----------------------|-----------------------|
| Starr King UU Fellowship | Part time pianist for Sunday services | \$1,000 | \$1,000 |
| Jennifer Whitten | Unstated number of sermons in NH. Assume 10 based on time in state. | Not stated. | \$2,500 |
| UU Fellowship, | Focused marketing campaign to attract people | \$2,900 | \$2,900 |
| Eastern Slopes, Tamworth..... | who do not go to church and/or non-believers | | |
| UU Church of Manchester | Salary for part time membership coordinator | \$5,400 | \$5,400 |
| | (9 hrs/wk) | | |
| UU Society of Laconia | Advertising to increase presence in community... | \$1,000 | \$1,000 |
| UU Church of Manchester | Enhanced music ministry | <i>See text</i> | \$1,414.15 |
| | to attract and retain members | | |

Submitted by Ken Koerber

Religious Education Committee

The members of the Religious Education Committee are Kathy Alcott, Don Brueggemann (vice-chair), Fred Creed, Susan Feltus, Clare Howard-Pike (chair), Chris Rueggeberg and Amy Wright. This year, Kristin Nelson has joined us as our settled Director of Religious Education.

We work hard to offer a high quality and engaging religious education program for our children and youth. This is all made possible, thanks to a large group of wonderful, hard-working and dedicated teachers. Over the last several years, the Tapestry of Faith curricula has been introduced in many of the classrooms and has been well received.

The children now start every Sunday in the sanctuary before going to their classrooms. Once every other month, they remain to share worship with the adults of the congregation during the Service for All Ages. On alternate months, the children attend age appropriate Chapel services led by Kristin Nelson.

For the last two years, in conjunction with the congregation's Annual Meeting, children and youth meet as well. At their second Annual Meeting last May, they revised their Covenant and voted to adopt Friends of Forgotten Children as their focus for this year. Activities to benefit this Concord organization include collecting canned goods and personal care items. The Grade 1& 2 class collected socks, delivered them and enjoyed a tour of their facilities. By years end, two Community Plates will be dedicated to Friends of Forgotten Children, and several other activities are planned for their benefit as well.

Over April school vacation our Youth Group members, seven chaperones, and Youth Group advisors Kathy Alcott, Corey Landsman and CJ Landsman will travel to New Orleans. While there they will participate in much needed service work. It has been heartening to witness the incredible support of the congregation toward this great group of young people.

The Religious Education Committee again sponsored the Special Friends program. After church on February 13th, the children and their adult or youth special friend enjoyed cupcake decorating and making paper airplanes together. Everyone had great fun!

Respectfully submitted by Clare Howard-Pike

Settled Minister Search Committee

The Search Process

The Settled Minister Search Committee was seated in January of 2009 and in March had a retreat with District Executive Mary Higgins and our Ministerial Search Representative, Olav Nieuwejaar, who went through the entire search process with us. Responsibilities were decided upon at that time: Fran Philippe, Chair and Congregational Record; Katie Dunn, Secretary; Tom Van Loon, Treasurer; Bob Gabrielli, Survey; Linda Williams, Cottage Meetings; Susan Feltus, Scheduler; and Craig Blouin, Congregational Packet and reference checking. It was also decided that we would go into a second search before we settled for a minister that was not a good match for our church.

To get a profile of our congregation, their needs and wants, a church survey was completed with the use of the on-line tool, Survey Monkey. This information was used to complete our on-line Congregational Record that was the first "look" at us that candidates had, and for our complete Congregational Packet which was exchanged with candidates of our choosing. In the end, thirty-seven ministers expressed an interest in us and we exchanged packets with fifteen of them. By the end of the year we had set up three pre-candidating weekends, but interested ministers continued to contact us, one of which was Michael Leuchtenberger.

In just a few weeks, we read his packet, completed a phone interview and invited him to pre-candidate with us in mid February. By the time this occurred, we had already voted not to call any of the other three candidates. On March 20, 2010, the day designated by the UUA to make offers, Michael accepted ours to become our minister. A full candidating week was held in May, at the conclusion of which the membership overwhelmingly voted their support of him as our minister. On October 24, 2010 we ordained him and Rev. Michael Leuchtenberger was installed as the 42nd minister of this church.

Submitted by Fran Philippe

Small Group Ministry

This has been an exciting year for our covenant groups. We have added two new short-term groups that will go until the spring and then decide whether or not to continue. We decided to have an option for people who do not want to commit to a group for the long term but would enjoy the opportunity to get to know other church members on a deeper level.

We worked with Wayne Frey and Michael Leuchtenberger in creating a service entitled "Making Church Personal." Three different covenant group members spoke about their experience in a covenant group. Their comments can be found on the church website under sermons.

Once again, we held a Covenant Group Potluck where 19 of us shared a meal then broke into two groups to discuss "Claiming Happiness." Six people had never been in a covenant group before and two of those have joined a group as a result of their experience.

We currently have 150 people in 13 groups. Members of the steering committee are Peggy Herbert, Edie Daigle, Gary Schroeder and Elaine Pinkham.

Submitted by Peggy Herbert

Social Committee

Our church has not had an active Social Committee for several years. Nevertheless, our annual social events such as spring and fall picnics and Thanksgiving dinner (headed by Bob Gabrielli) brought much joy to our church. This year our Volunteer Coordinator, Cheryl Bourassa, worked on boosting involvement in social activities. She served as the coordinator and buyer for Social Hour, ensuring that someone was signed up to host each Sunday, and making sure beverage supplies were stocked. She also got several people involved in the idea of a Social and Outings Club. So far, the group has a Facebook page, moderated by Anne Zinkin, to share events of interest (both church-related and other events.) The evolution of the Social and Outings Club remains to be seen!

Submitted by Lea Smith, Church Administrator

Social Justice Committee

Once again we have had a busy year offering a variety of ways for congregants to be involved in several social justice issues. Many thanks to the church staff for their help and support in bringing these events to fruition. In chronological order, here are the events and activities we sponsored or helped to organize or promote:

Evening with Michael. On April 19, 2010, SJC participated with Community Service, Green Sanctuary, and UUFOR in for an evening of gardening, tree planting, dinner, and discussion with our new minister, Michael Leuchtenberger.

Earth Day 40/40/40 program. Along with Green Sanctuary, SJC sponsored this initiative to celebrate the 40th anniversary of Earth day, April 22nd, 2010, by enlisting 40 church members to take specific measures to improve the environment for 40 days.

World Peace Diet Presentation & Vegan Dinner. SCJ also sponsored along with Green Sanctuary this event which included a May 1, 2010 presentation by Norman Scrimshaw followed by a vegan dinner.

Fair Trade Coffee. SJ Committee partnered with Finance Committee to co-sponsor the sale of fair trade coffee at Social Hour and other church events. Objectives are promotion of fair-trade initiatives and fundraising for the church. This program has fallen off somewhat this year due to problems at our supplier, Equal Exchange.

Crop Walk. Crop Walk is a national program of Church World Service to raise funds to purchase food for food banks and address issues of hunger and poverty. This September 26 community-wide event was organized by the Interfaith Council. In our church the SJ Committee publicized the event and recruited and coordinated walkers. The event was very successful bringing in more than \$1000 from our church alone.

Letter Writing Campaign for Amnesty International. SJC organized and sponsored this event to write letters to specific world leaders urging them to address specific human rights abuses in their countries. Issues included writing the Attorney General of Guatemala expressing concern for the safety of women's rights defender Norma Cruz, and writing the President of the Republic of Congo expressing concern of the use of rape as a weapon of war. More than a dozen church members participated, sending as many as five letters each.

Presentation on Nutrition. SJC co-sponsored with Adult Enrichment and committee members coordinated an October 29 event featuring Dr. Michael Greger speaking on "The Latest in Clinical Nutrition," followed by a vegan dinner.

Presence at Legislative Hearings. Throughout the year, SJC has made an effort to keep church members and friends informed on legislative hearings and events which may concern them. Two which especially interested our church this year were hearings on abolishing the death penalty and hearings on repealing the "Freedom to Marry" act. Many church members were present at hearings on both issues, and some testified.

Guest at Your Table (GAYT). This annual awareness and fundraising campaign supports the important human rights work of the UU Service Committee. Coordinated by various committee members, it was begun on schedule November 21 and ended on January 9. It was one of GAYT's most successful years, raising \$2011.48, earning a matching donation, and adding 38 UUSC members, bring the church's total UUSC membership to 53.

Social Hour. The full SJC committee coordinated and served Social Hour on December 12.

Soup and Ethical Eating. On January 23, SJC sponsored a meeting after church to have a light lunch and to review, comment, and recommend changes in the UUA's "Statement of Conscience (SOC) on Ethical Eating", which will be considered at GA this year. The meeting involved a dozen congregants from a variety of diet styles, from Atkins-like and regular American diets, to vegetarians and vegans. Members agreed to recommend quite a few changes in the document, primarily to do with taking a more objective approach to the questions, focusing more on environmental sustainability, and allowing room for "competing" dietary perspectives.

Conference on Building a Culture of Peace and Non-Violence. SJC co-sponsored and the church hosted this NH Peace Action conference held on March 4-5. The purpose of the conference was to educate and empower local peace activists to build a culture of peace and non-violence through the way they lead their lives and the work they do to advance peace.

Social Justice Sunday March 13. The Social Justice Committee planned and delivered a service on "50 Years of Social Action and Community Outreach", one of several services celebrating the 50th anniversary of the building of our church. The service was conducted by six committee members and included special music by the children's choir and the church choir. It was primarily a celebration of the very many social action and community outreach activities taken on by the entire church in the past 50 years.

NH House Budget Demonstration. SJC sponsored publishing a notice to church members regarding a demonstration to be held on March 31 on State house Plaza urging the NH House to defeat a budget which would remove many benefits for the mentally ill, the aged, and the disabled. Several dozen church members, including our minister Michael Leuchtenberger and his wife Cara, were among the over 2000 people attending the demonstration.

The SJC always encourages and welcomes your ideas and participation. Please feel free to call or email any of us, or attend a meeting. We usually meet the 1st Sunday of the month, after the service.

Committee Members: Louisa Dell'Amico, Dick de Seve and Sue Hale-de Seve, Wayne Frey, Chris Hobby, Laurel Horne, Jonathan Hutchinson, Jane Lemeland, Sara McNeil, Trudy Mott-Smith, and Jean Reynolds

Laurel Horne & Wayne Frey, Co-chairs

Stewardship

Honoring Our Past—Enriching Our Future

The theme for this year's annual pledge drive was an easy choice. We honored those individuals who, 50 years ago, had the vision to purchase land and then raise the funds to erect our current church building. Interestingly, this year also coincided with the Unitarians and Universalists joining together to create the UUA. And, our future has certainly been enriched by the arrival of our new settled minister and his family. Rev. Michael Leuchtenberger has brought us a renewed sense of energy, new ideas and a wealth of guidance for the future of our church community.

The financial goal for the 2011–2012 year is an ambitious one, but it is doable if we all keep in mind the slogan from the first formal Stewardship Drive of 50 years ago: "Equal Generosity—Not Equal Pledges." Our goal is to raise \$262,000 which will provide funding for our regular operating budget within increasing monies for religious education, volunteer coordinator hours, and our music program.

Currently, we have approximately 260 members, plus we are blessed to have a number of non-members who routinely pledge each year. In total there are over 200 pledge "units" that we are canvassing this year.

The Stewardship Drive began with a mass mailing to all our members and friends that included a letter, brochure about the budget, and a pledge card. In addition, there was a budget forum, reflections from several members during Sunday Services, plus a very inspirational, enjoyable and successful Miracle Sunday held on March 27. As of March 31, our pledges have reached almost \$190,000 with at least 80 pledge units still outstanding. Our work is not done but we are well on our way and I remain optimistic about the final outcome. I will continue to watch the Stewardship goal updates in the coming weeks.

This year I have been a "committee of one." However, I have not been alone as almost every person I asked to participate in some manner or another graciously agreed to do so. Therefore, I thank each and every one of you who quickly said, "Yes, I can do that!," then followed through in doing just that!

However, our church needs a year-round Stewardship Committee, perhaps composed of four to six people. This is a committee that will amaze you with talents and strengths that you never knew you had...and yes, it's even fun and very rewarding to be part of it! Please watch for more information about this committee's formation and consider how your involvement might be just the right fit for you to give back to your church community.

Submitted by Sara McNeil, Stewardship Chair

Trust Funds Committee

2010 was a good year for the Endowment. We ended the year with approximately \$1.78 million dollars. For calendar year 2010, our portfolio appreciated 11.8% which closely matches the Lipper Balanced Fund Index. This performance was achieved while maintaining a better diversified and less volatile allocation than the Index.

Our committee continues to guard against financial market volatility by keeping a diverse group of investments in our portfolio. In this difficult and constantly changing environment, we believe that high-quality financial professionals overseen by a disciplined and informed committee is the best position for our endowment. For this reason, the committee continued its advisory relationship with Harvest Capital Management of Concord.

*Submitted by Rob Fleischman (Chair) for the Trust Funds Committee:
John Warner, Karen Mayo, Rick Harkness, Jack Wakelin*

UU Friends of Refugees

The UU Friends of Refugees Committee was formally recognized by the Prudential Committee as a standing committee in February 2010. The mission of the UUFOR Committee is as follows:

The UU Friends of Refugees Committee is established to help and befriend a needy population residing in the Concord Community. The Committee endeavors to provide UU congregants with opportunities to participate in assisting and connecting with the refugee community. In addition, the committee seeks to make a positive difference in the attitudes of the Concord Community towards refugees.

Goals of UUFOR 2010/2011

- A. Recruit and assist an additional circle of UU volunteers to support a newly arrived refugee family: The committee's main efforts this year were directed at informing the church community about the opportunity to make a difference in the lives of refugees in Concord by serving in a Circle of Friends group. The committee's recruitment efforts included several notes in the church newsletter and electronic bulletin, a movie night with a special speaker representing the refugee community and an appeal made by two speakers (one a refugee and one a volunteer) at a worship service. These efforts led to a robust response by the church. The 3rd and 4th UU Circle of Volunteers have been formed (each group with six individuals). The 3rd circle has been assigned to work with a family from Iraq. The 4th Circle eagerly awaits its assignment.
- B. Continue support for families involved with prior UU Circles of Volunteers: Two families (one from Africa, one from Asia) have received the support of the 1st and 2nd Circle of Volunteers over the past three years. In addition, a few other families have been involved in UU multicultural events and have received support from our congregants. Examples of support provided this past year include:
- Support for children to attend summer camps: five children supported including attendance at soccer camp, swim lessons, and general camps
 - Support for pre-school tuition for two children

- Support to provide gardening resources (including plants and supplies) to several families, allowing them to grow food in the church's front lawn gardens for family consumption and sale at church and community events.
 - A dozen other refugee families were supported at community garden plots at the NH Technical Institute
 - Diapers provided by the UU Church of Concord Mothers' Day Diaper Drive
 - An abundance of holiday gifts for eight refugee families, collected via the Giving Tree program at our church and distributed by UU Santas
 - Ongoing assistance with medical needs (insurance/free care applications, scheduling and accompanying at medical and dental appointments)
 - Childcare, transportation, friendship and love provided by extraordinary members of our church
- C. Maintain a Unitarian Universalist presence in the Concord Community in support of refugees. In the past year, our church has provided:
- Support of Sycamore Garden (a Concord Community Garden)
 - Funding to the Concord Multicultural Festival, allowing two women to sell food from their cultural traditions
 - Presence at New Hampshire Burundi Festival
- D. Support refugees in English Language Learning. Tutoring ELL is an important means of improving the immigrant experience of refugees. Activities related to the church this past year include:
- UU congregants receive ELL training at Project Second Start
 - Tutoring individuals in their homes—provided by church members
 - This is the second year of a spoken English class for 20 Burundi refugees taught by four UU volunteers.

The UUFOR Committee's inaugural chair was Patricia Bass who passed the chair to Doug Weckstein in September 2010.

Committee members: Patricia Bass, Cheryl Bourassa, Betty Eberhart, Beth Gabrielli, Julie Lombard

Submitted by Chair Doug Weckstein

Ways and Means Committee

Ways and Means remains a small but mighty committee. We are a responsive committee that takes up the challenges as we are given. The full committee consists of myself, Fran Philippe, Beth Gabrielli, Ayn Whytemare, Barbara Keshen and others as needed.

This year the Auction sub-committee produced a very successful fall Service Auction. The net amount raised was \$8153. Karen Mayo was a co-chair with me and shared her excellent expertise to make the evening filled with fun and profit. This year we served homemade soups by wonderful UU cooks. Val Hall was the coordinating chef with Marianne Fleischman. John Hatchett and Tom Fredenburg were once again our entertaining and resourceful auctioneers! This event is clearly a vital part of our community for the budget capital and the social capital that it generates. It will be an important event to continue to organize every year.

We continued the tradition of a Greens Fair on the first Saturday in December with wonderful results. Fran, Beth, Kitty Hok and others helped us decorate wreaths and other holiday items. Janet Copestakes, who passed away this year, was missed and remembered as we worked. Ayn Whytemare took the lead this year and organized a very successful craft fair. The church netted \$2897. The crafts people also had a very successful day and continue to look forward to this annual event.

We are looking into a craft fair with children's work either in conjunction with the Greens Fair or as a separate event.

Our Plant Sale and Flea Market in May of 2010 was very successful. We raised \$2074 for the operating budget. As in the past, the Flea Market was a very popular community event. We have an excellent reputation to uphold.

We are always open to new event suggestions and are happy to sponsor the upcoming Trivia Nights which began this winter under Adult Enrichment. Ways and Means will sponsor this monthly event beginning in the fall.

The Plant and Rummage Sale is planned for the 7th of May and is being headed by our own Ayn Whytemare, plant expert. We will be offering started plants and perennials from church members. We also have a very successful flea market in conjunction with the plants. Our reputation as a great place to find a bargain is very positive. The line starts very early and many hands are needed to sort, price and sell.

We look forward to the next auction on October 15, 2011.

Submitted by Susan Koerber, Chair

Reports of Church-Affiliated Groups

Concord Community Drum Circle

The Drum Circle continued to meet most months on the first Friday. Attendance has been dropping (less than 10 people) but those who attend are enriched by their participation.

(Unitarian) Benevolent Association

The Unitarian Benevolent Association is completing its 175th year of support for those in need in the Concord community. Most of the members of the Association are members of this church; however, the association is not an official committee of the church, but a separate charitable organization. We meet annually for a luncheon in the church parlor and conduct our business of finalizing the list of organizations that we will support, followed by a speaker from one of the organizations we have supported during the year.

In 2010-2011, Benevolent distributed \$7,100 from the Association's endowment funds to nine community organizations, and the Minister's Discretionary Fund. The mission of the Benevolent Association is to support community organizations that concentrate their services helping women and children.

Marian Silsby left an endowment that provides flowers to those who are hospitalized and a flower arrangement for the chancel table. This year, small plants were clustered in an arrangement, and these plants were also taken to those who are no longer able to get out to church. Flower arrangements were delivered to hospitalized church members and holiday plants were delivered to those no longer able to attend church services.

The 2011 Annual Meeting of the Unitarian Benevolent Association is scheduled for Sunday, May 22, 2011, following a luncheon at 12:30 in the parlor. New and potential members are welcome and encouraged to attend and learn more about our Association. Current members are asked to bring a friend and to spread the word about this historic group.

Officers 2010-2011: Nancy Morse, President; Karen Landsman, Vice President and Secretary; Christy Dolat Bartlett, Treasurer.

Directors are: Kitty Hok, Lilo Masters, Clare Howard-Pike, Christy Dolat Bartlett

Submitted by Nancy Dragonette Morse, President

Earth-Centered Spirituality Group

The ECSG added five new members this year, bringing the total number of members to 24. We held two membership classes, which are similar to the "Pathway to Membership" sessions offered by the church. In response to questions at the membership class, we also presented a "Paganism 101" class in March through the Adult Enrichment Committee. 13 students attended, from both the church and the community.

We found that the Bardic Circles we started a couple years ago were well attended when we could be outside in the grove with a fire. Otherwise, attendance was skimpy at best. We're beginning to talk about other public offerings that might be more attractive as indoor winter activities.

As always, we presented eight public rituals this year, on the solstices, equinoxes, and the four "cross-quarter" days between them. Attendance continues to gradually increase each year. We are no longer able to have ritual in the chapel, and the parlor is starting to get crowded too!

This year we broke with tradition for our Winter Solstice ritual. The ECSG inherited a beautiful, well-loved winter solstice format from an earlier pagan group, and during the past several years have altered and evolved almost every aspect—except the legendary stag dance and a serpentine dance to "We All Come from the Goddess." Over the years these changes have garnered a mixed reaction—some ritual guests have enjoyed them, others have been disappointed that the old ways were left behind. This year, recognizing that we are now a much different group than we were when we started twelve years ago, we chose a completely different format for Winter Solstice. Again, there were mixed reactions. It can be a difficult balance to maintain, to respond to both those who prefer the familiar and comfortable, and those who appreciate variety. I'm sure that we will continue to evolve and bring varying perspectives to all of our public worship offerings, but I can't say for sure that we'll never bring back some of the old traditions now and then.

Members-only activities this year included several full moon circles, and a number of family-friendly gatherings—two "river days" at the Riverland Conservation Area in Canterbury, dinners and picnics at members' houses, and a surprise 50th birthday party - for me! Many of us also gathered for Thanksgiving dinner, a first for the group.

This year's group "facilitators" were: Organizational Coordinator: Lorraine Ellis
Church Liaison: Lorraine Ellis Public Relations Manager: Shawn Forrey
Treasurer: Elyse Mabie Archivist: Heather Johanson

The Membership Committee was: Maggie Crawford (chair), Lorraine Ellis, Annie Forrey, and Glenn Crawford.

Submitted by Lorraine Ellis

Trustees of the Downing Trust

The Downing Trust is a private non-profit trust which was created in the 1800s by Lewis A. Downing, one of the founders of Abbot and Downing, a company famous for the "Concord Coach." Mr. Downing was impressed by the speeches of Reverend Channing, and wanted to provide support for them to continue.

Provision of the trust requires our church to be responsible for appointing trustees but the actual activities of the Trust are completely autonomous to the control or even guidance of the church members or its leaders. These trustees are directed by the trust document to maintain the trust and provide what the trustees believe to be an appropriate amount from the income to our church each year. The Trust further directs that our church is to keep only \$2,000 and to distribute the remainder to any organization that follows the teachings of Reverend Channing. The procedure has been established that the Prudential Committee distributes the remainder of the income to help other UU Churches and ministers.

The trustees currently serving are Linda Ashford, Richard Beyer and John Warner. Below you will see the recent history of the trust investments.

*Respectfully submitted,
Linda Ashford*

Trust Under the Will of Lewis A. Downing

| Year | Net Gain or Loss | Other Receipts (Capital Gain Dist.) | Balance of Principal | Div & Int. (plus other inc.) | Distribution to Beneficiaries | Cash Value as of 12/31 |
|-------------|-----------------------------|--|---------------------------------|---|--|-----------------------------------|
| 2010 | | \$2,611.40 | \$568,283.46 | \$18,454.15 | \$16,214.15 | \$607,306.65 |
| 2009 | \$(25,449.54) | \$2,268.47 | \$565,667.75 | \$16,586.84 | \$14,331.84 | \$553,466.92 |
| 2008 | \$(5,524.67) | \$10,576.93 | \$588,848.42 | \$17,795.97 | \$16,012.26 | \$452,585.11 |
| 2007 | \$11,560.81 | \$16,422.30 | \$583,796.16 | \$16,213.38 | \$13,537.09 | \$683,722.40 |
| 2006 | \$(2,848.16) | \$10,626.96 | \$555,813.05 | \$16,089.02 | \$13,859.02 | \$659,299.64 |
| 2005 | \$(954.00) | \$11,325.42 | \$550,678.25 | \$18,137.43 | \$15,827.43 | \$602,651.75 |
| 2004 | \$(29,580.46) | \$3,538.05 | \$539,849.39 | \$18,688.69 | \$16,418.69 | |
| 2003 | | \$4,624.53 | \$565,891.80 | \$17,780.39 | \$16,315.85 | |
| 2002 | \$(9,450.59) | \$855.92 | \$511,072.06 | \$19,233.92 | \$17,033.92 | |
| 2001 | \$7,823.07 | \$3,433.20 | \$594,037.50 | \$22,043.77 | \$19,778.77 | |
| 2000 | \$3,397.85 | \$16,391.65 | \$656,027.80 | \$22,481.20 | \$20,231.12 | |
| 1999 | \$6,622.49 | \$17,485.47 | \$712,852.09 | \$19,927.28 | \$17,677.28 | |
| 1998 | \$20,188.12 | | \$635,024.89 | \$13,575.20 | \$11,528.81 | |

[**Editor's note:** The table above does not exactly match the table published in the 2008-09 Annual Report, because transcription errors were discovered in the 2008-09 Annual Report.]

UU Book Group

The book group met each month this past year in the church library except for the months of July and August and continues to enjoy this space. This year in June, we only chose books for six months of the year and did another book choosing in January for the second half of the year. We also plan to meet in the summer months from here on as enough of us want to continue even in the months when many are away.

The book group loves having this space in which to meet and we thank you for allowing us to gather here. We had another year of wonderful discussions!

Submitted by Joanna Henderson

UU Reading Circle

We are a group of readers that meet once per month to discuss a book that has been chosen and read by the group for that month. We are a newly formed group, so much of our energy has gone toward forming relationships with each other. Thanks to Ilene Stern's organization and social contacts we were able to organize a Meet the Author evening at the church on November 30, 2010 with Jenna Blum, author of *Those Who Save Us* and *The Storm Chasers*. The evening was open to the other book club at our church, as well as to interested readers in the community. We had a great turnout, and it was a fascinating evening. We plan to recruit new members to this book group, hoping to expand to 8 to 10 members. We currently have four members, Ann West, Ilene Stern, Pat Quigley-Schofield, and Abby Whitson.

Submitted by Abby Whitson

RECORD OF OFFICERS, STAFF, COMMITTEE CHAIRS as of March 31, 2011

Officers of the Society:

Treasurer: Ken Koerber
Assistant Treasurers:
Fran Philippe and David Feltus

Clerk: Bill Allen
Moderator: John Tobin
Custodian of Trust Funds: Jack Wakelin

Church Staff:

Minister: Reverend Michael Leuchtenberger
Music Director: Abby Charbeneau
Church Administrator: Lea Smith

Director of Religious Education: Kristin Nelson
Choir Director: Jane Berlin Pauley
Administrative Assistant: Eve Scarcello

Facility Manager: Kathie Martin

Prudential Members:

Michael Annicchiarico, Judy Fayre, Tom Herbert (chair), Ken Koerber (treasurer), Sara McNeil, Trudy Mott-Smith, Karen Ryan, John Warner (vice-chair), Marjorie Waters, Marjorie Wright-Golec

Committee Chairs:

Adult Enrichment: Karen Landsman
Building & Grounds: Ken Koerber
Building Use: Eve Scarcello, contact
Caring Network: Julie Lombard
Communications: *chair needed*
Community Service: Abby Whitson and Amy Wright
Denominational Affairs: David Feltus
Family Ministry: Bob Gabrielli
Finance: Jack Wakelin
Green Sanctuary: Andy Duncan
Legacy Gifts: David Feltus
Library: Loren Hill
Membership: Peggy Herbert
Memorial Garden: Chris Rueggeberg

Music & Worship: Vicki Wakelin
Nominating: Barbara Keshen
Personnel: Joanna Henderson
Prudential: Tom Herbert
Religious Education: Clare Howard-Pike
Small Group Ministry: Peggy Herbert
Stewardship: Sara McNeil
Social: *chair needed*
Social Justice: Laurel Horne & Wayne Frey
Trust Funds: Rob Fleischman
UU Friends of Refugees: Doug Weckstein
Ways & Means: Susan Koerber
Welcoming Congregation: *chair needed*

Church-Affiliated Group Contacts:

Concord Community Drum Circle: D Swan
Trustees of the Downing Trust: Linda Ashford
UU Book Group: Joanna Henderson

Earth-Centered Spirituality: Lorraine Ellis
Unitarian Benevolent Association: Nancy Morse
UU Reading Circle: Abby Whitson

Unitarian Universalist Church

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