

STARR KING UNITARIAN UNIVERSALIST FELLOWSHIP



ANNUAL REPORT MAY 20, 2018

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Love ❖ Wisdom ❖ Hospitality

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Thank you! 47

Notice of Annual Meeting

Starr King Unitarian Universalist Fellowship

Sunday, May 20, 2018, 11:00 AM

In accordance with Article 9 of the By-Laws, notice is hereby given of the Starr King Unitarian Universalist Fellowship Annual Meeting to be held on May 21, 2017, at the Fellowship located at 101 Fairgrounds Road, Plymouth, New Hampshire. The Meeting will be integrated with the Sunday Service, which begins at 11:00 a.m., and the Service and Meeting are expected to conclude at approximately 12:00 p.m. A quorum of thirty percent of the Membership is required for the Annual Meeting.

Agenda

Call to Order

Deedie Kriebel

Opening Words

the Rev. Dr. Linda Barnes

Count of Members Present

Olivia Saunders

Approval of Minutes of 5/21/17

Deedie Kriebel

Presentation and Election of Nominees:

Presentation of Nominees:

Katherine Hillier

President – 2018-2020 (2 year term)

Deedie Kriebel

Vice President – 2018-2020 (2 year term)

Mary Crowell

Treasurer – 2018-2021 (3 year term)

Janet Englund

Secretary – 2018-2020 (2 year term)

Sally Gove

Trustee – 2018-2021 (3 year term)

Mike Randall

Endowment Committee – 2018-2019

(1 year term, completing Bob Lindstrom’s term)

Jim Hostetler

2018-2021 (3 year term)

Fred Kelsey

2018-2021 (3 year term)

Amy MacDonald

Nominating Committee 2018-2021 (3 year term)

Danni Simon

Presentation and Vote of 2019 Budget

Bob Clay

Warrant Article: By-laws Change

Deedie Kriebel

Recommendation:

Article 10: Governing Board, Officers, and Trustees. Paragraph 1: change “The Board shall be comprised of the president, vice-president, secretary, treasurer, and three trustees.”

To: “The Board shall be comprised of the president, vice-president, secretary, treasurer, and five trustees.”

Warrant Article: Black Lives Matter Banner

Jessica Fleming

Recommendation:

To install a “Black Lives Matter” banner, flag, or sign on the Fellowship’s building in the fall 2018, following an extended period of community outreach and engagement.

Recognition and Awards**Adjournment**

Annual Meeting Minutes – May 21, 2017

Starr King Unitarian Universalist Fellowship

Minutes of the Annual Meeting: Draft, for Approval at Next Annual Meeting

Sunday, May 21, 2017, Following Sunday Service

Call to Order: The meeting was convened by President Susan Jacobs.

Count of Members Present

A quorum of 30% of Members is needed to hold the meeting: 61 were present, surpassing the quorum of 45, so a quorum was declared.

Approval of Minutes of June 5, 2016 Annual Meeting: Betty Ann Trought moved to approve these minutes, Deedie Kriebel seconded the motion, all voted Aye, and the minutes were approved.

Presentation and Election of Nominees: Kathy Hillier of the Nominating Committee presented the slate. Terms begin July 1, 2017:

President, 2017 – 2018, completing the term of Susan Jacobs	Deedie Kriebel
Vice-President, 2017 – 2018, completing the term of Deedie Kriebel	Mary Crowell
Treasurer, 2017 – 2018, fulfilling 1 year remaining in 6-yr service	Bob Clay
Trustee, 2017 – 2020	Judi Hall
Endowment Committee, 2017 – 2020	Betty Ann Trought
Nominating Committee, 2017 – 2020	Susan Jacobs

Susan Jacobs called for any other nominations from the floor. None were forthcoming. Susan then called for a motion to approve all nominees on one ballot. Jane Anderson so moved, Stew Weldon seconded the motion; all voted Aye, and the slate was declared elected.

Presentation and Approval of the 2018 Budget: Bob Clay presented this balanced budget. It is the first time in years we have money to put into the Capital Reserve (used for building only) and General Reserve (used for anything needed) accounts. Discussion followed and many questions were asked and answered. Betty Ann Trought moved that we approve the budget; Barrie Sawyer seconded the motion; all voted Aye, with none opposed. The budget passed.

Warrant Article: Projection System Proposal

Approval of funds in the amount of \$11,000 to purchase and install the new Projection System in the Sanctuary as recommended by the Technology Committee.

Betty Ann Trought moved that we accept the Article as written; Barrie Sawyer seconded the motion. Susan Jacobs called for discussion. Following discussion, questions and answers with Kathy Kelsey from the Tech Committee providing information, Susan then called for the vote. All voted Aye, with none opposed. The Warrant Article passed.

Warrant Article: Building Improvements

Approval of expenditure of funds in the amount of \$33,250 to implement building improvements as recommended by the Task Force on Building Usage.

Paul Tierney moved to accept the Article as written; Jane Anderson seconded the motion. Susan called for discussion before the vote.

Chuck Kriebel discussed the issue of the foyer bathroom removal or upgrade. The board agreed this issue needs further study including number of bathrooms needed per number of members by regulations.

Danni Simon moved to remove the \$10,000 for fixing the cupola windows. Barrie Sawyer seconded the motion. Betty Ann Trought spoke against that amendment, recommending that the Task Force look into it. Let the dollar amount remain the same, we can decide to go forward with it or not. Elizabeth Becker noted that functioning cupola windows are helpful in hot weather.

Allison Estes-Browne moved the question. Bob Clay, acting as Parliamentarian, restated: vote Yes, remove the \$10,000 for cupola window repair/replacement; vote No, stay with the original article.

A resounding number of Nays indicated that members wished to stay with the original article.

Next, Bob Clay called the vote on the Warrant Article. An overwhelming number of voices voted Aye and a small number voted Nay. The Warrant Article passed.

Presentation of Awards: The fun part of the meeting!

Best Supporting Actress – Mary Crowell (for doing so much!)

Best Supporting Actor – Paul Tierney (for doing multiple things for SKUUF!)

Best Technical Effect – Kathy Kelsey

Best Pastoral Soup Production – Brian Haskins

Best Silent Film (Newsletter) -- Barbara Avery

Best Production Crew – The Stewardship Committee: Jane Anderson, Nancy Chaddock,

Nancy Dowey, Bob Gannett, Mary Hazelton, Kathy Hillier

Adjournment: Susan asked for a motion to adjourn. Janet Doner so moved, Barrie Sawyer seconded the motion, all agreed. The meeting was adjourned.

Respectfully submitted,

Olivia Saunders, Board Secretary

Annual Reports

Minister Annual Report

This has been a year of realization, which comes from our collective dreaming and doing. We've realized dreams of physical changes to our sanctuary with a high-power projection system and to our building as renovation is completed both downstairs and in the foyer. We put those dreams in motion at our last annual meeting. In the coming years these physical changes will provide the kind of space that makes it easier for us to live into the vision of beloved community. We've also realized dreams of doing the transformative justice work that allows us to answer the call to live our values not just inwardly, with each other, but outwardly in our wider community. We've engaged in some deep work around understanding the white supremacy system we live in. Frankly, I'm impressed with us!

As your minister I wear a number of different hats - chaplain, preacher, administrator, prophet, and cheerleader, to name a few. To be honest, it is something I very much like about being your minister, the great variety of things that invite my attention. Let me share a few highlights.

This year Sarah Dan Jones and I continued to provide shared ministry in worship. Together we expanded our offerings by including a once-a-month vespers service on 2nd Fridays. Through Sarah Dan's visioning we secured a Chalice Lighter grant to bring Emily Jaworski on for this year to lead hymns and help us learn how to use our projection system. It has been a joy to have her join us.

It was my honor this year to serve the pastoral needs of our Fellowship by walking along side members and friends moving through significant transitions and by officiating several memorials. With each encounter I am reminded of the sacred nature of this work. The depth of love I witness as we move together through grief is both touching and humbling.

Soul Matters, our small group themed ministry continued this year with four small group sharing circles engaging in the soulful art of listening to each other's stories and discovering insights into our common human experience. We used these themes in worship as well. We will continue to use Soul Matters next year and expand our offerings to our children.

Director of Religious Education, Jane Clay, and I spent many hours exploring possibilities for the future of religious education. We are bridging-out all five of our UU youth into adulthood and seeing an influx of beautiful babies and toddlers. We've worked at becoming more welcoming to our youngest members by providing toddlers and young children with a space in our sanctuary where they can be present in as much or as little of the worship service as works for them. Our school-age children are the focus of our attention right now. Religious education will look different next year as we experiment with new offerings related to the Soul Matters themes. Jane and I are both attending workshops at General Assembly in June to explore creative possibilities for religious education.

There's so much more, but I'll let you read that in the rest of the annual report. Let me end by expressing my gratitude. Your Board of Trustees is phenomenal. Who looks forward to board meetings? I do! They have demonstrated a deep commitment to this community and to one another. I am impressed and grateful. I am also very grateful to our staff. Office Administrator, Lisa Olech serves this Fellowship with steadfast commitment to her work. She makes my job here oh, so much easier. Music Director, Sarah Dan Jones brings a big love and

commitment to the Fellowship. I love working with her to bring beautiful and meaningful worship to our Sunday mornings. Acting Director of Religious Education, Jane Clay brings gentle wisdom and commitment to the wellbeing of our all our children. Her willingness to remain one more year fills me with hope. Finally, thank you to all the members and friends who make this place a place of meaning and joy. What a great year! What will our collective *dreaming and doing* bring next?

In Faith and Love,

Rev. Linda

Governing Board

“We are meant to work together so that we might, together, shine.”

Eve Walker Wikstrom

This year the members of the Governing Board consisted of Deedie Kriebel, President; Mary Crowell, Vice President; Bob Clay, Treasurer; Olivia Saunders, Secretary; and Trustees – Jessica Fleming (2018), John Marunowski (2019), and Judi Hall (2020).

In September, the Board met for its annual retreat, which was led by Hillary Allen (Innovation and Growth, UUA New England Region). We examined our goals for the year and decided to focus on work reflecting our mission. We all agreed that personal engagement is what we are most proud of at Starr King, and committed to including that in all we do. Although we are charged with taking care of the business of the Fellowship, our spiritual role is to provide missional leadership. I am pleased to report that this dedicated team of Governing Board members has achieved both. We are grateful for the guidance and inspiration provided by our minister, the Rev. Linda Barnes.

Our finances remain strong thanks to sustaining funds from successful Fundraising and our Stewardship Campaign. We generously donate our offering to worthy local charities once a month. This year, our Fellowship met and exceeded the goal of donating at least \$10 per member to the “Black Lives Matter Worship Collection,” allowing that fund to receive two matching grants. We are proud to be an Honor Congregation, contributing our Fair Share to the UUA for more than 25 years. This year, we were awarded a Chalice Lighter Grant to help fund a temporary musical media position to provide support for both worship technology and music. This made it possible for us to more fully enjoy our new sound and projection system. Thanks to the Technology Committee, we now have a “Donate“ button on the website and access to AmazonSmile. The Board eagerly and graciously accepted the gift of a Baby Grand Piano, affectionately named “Hope Dale.”

As our Fellowship grows from a small to a medium size organization, we have additional responsibilities and an increasing need for more staff support. The Personnel Committee was formed to work with our minister and the Budget and Finance Committee to make recommendations to the Board of Directors on personnel matters. At Hillary Allen’s suggestion at our Board Retreat, we are asking you to approve the by-law change to increase the number of Trustees from three to five. Responding to a request from our members, we formed a Memorial Task Force to make artistic and appropriate recommendations for honoring the people and history of Starr King. To keep pace with all of our data, the Secretary is working with the Technology Committee to make sure that our records are properly archived. In our efforts to improve communication, the Communications Task Force conducted a survey to determine the most effective ways to disseminate information to our Fellowship and our community. We established a policy that “Simple Church” is to be used for Fellowship business only.

We continue to address the Property Use Task Force Report recommendations approved at the 2017 Annual Meeting. Nearing completion - adult meeting spaces, back entrance, foyer, coffee hour setup, storage, and cleaning. These new spaces will make our Fellowship more welcoming and will allow greater flexibility for a variety of meetings. In preparation for a full kitchen renovation, we approved and updated the plumbing and electrical service. That made possible the purchase and installation of a new coffee brewing system, which, along with “Smooth Sundays,” has made coffee hour setup more manageable. Keeping our building clean and

free from clutter remains a challenge. We thank the various task forces for looking at our beautiful building with “fresh eyes” and for making these necessary recommendations and implementing the changes.

We recognize that there is a delicate balance between keeping our Fellowship friendly and welcoming, while, at the same time, protecting both our building and its occupants. To this end, the Plymouth Police Department toured our building offering safety and security suggestions and also conducted a “Civilians Responding to Active Shooters Training” for the leaders at Starr King. We have already instituted some recommendations, and a Safety and Security Task Force is addressing these concerns.

We are called to social justice. When a heinous act of racism occurred near our own community, we rallied and formed our White Supremacy Awareness Task Force. Through the efforts of this dedicated group, we are now recommending that a Black Lives Matter Banner be installed on our building. Many of us participated in a four session seminar, “Awakening to Whiteness.” This year, when the Northern New England District Annual Spring Assembly and Meeting focused on White Supremacy, seventeen of us represented Starr King. There were 30 of us in Concord at the “March For Our Lives” supporting the students’ demand for gun control. Many of us participated in a webinar entitled “Growing Racial and Cultural Equity.” All these events were Board supported.

Looking forward, we plan to revive our planned giving program, the “Legacy Circle,” and participate in the UUA’s “Wake Now Our Vision Legacy Challenge.” We will continue with renovation plans for the kitchen and long-term maintenance plans for our building. We are exploring the possibility of obtaining an Automated External Defibrillator (AED). We are eager to see the ideas of our task forces implemented. We continue to look for ways for us to live our Seven Principles and engage in social justice projects. We invite you to join us!

As we welcome new members onto our Governing Board, we have to bid farewell to Olivia Saunders, Secretary; Bob Clay, Treasurer; and Jessica Fleming, Trustee. I have appreciated their wise counsel and will miss them. I thank them for their service to our Fellowship and am hopeful that they will each continue to find fulfillment here at Starr King.

We made a commitment to be true to our mission, to lead the Fellowship, to share ideas and then act as one. This Board has honored that commitment. We have worked together to remain financially sound as we grow from a small to medium fellowship. We are exploring ways to memorialize our history and make improvements to our building. Most importantly, we are working together with our minister to increase our own social awareness and are committed to making a difference in our community. It has been an absolute pleasure working with this talented, compassionate, and dedicated group of people. I hope to take what I have learned and move forward with our new Governing Board.

Respectfully submitted,

Deedie Kriebel

Religious Education Program

Director of Religious Education, Jane Clay

2017-2018

Summer 2017 I participated in a workshop titled *The Transitioning Church* during the Lifespan Religious Education Conference on Star Island. This was the perfect introduction to help me decide to accept the position as your DRE for one year. I look forward to this summer's conference, connecting with other religious education professionals and learning how *Family Ministry* looks in other congregations. Changes are being made in all faith practices, and several Unitarian Universalist organizations are no different. I have a change: I will serve one more year in this position. Change is good-it can be a sign of growth.

The religious education program covers nursery care through the senior high youth group and attendance has averaged 12 children per Sunday (including the 7 seniors of high school group). The Our Whole Lives (OWL) class met on most Sunday afternoons, and this group of 6 is not included in the average. On some Sundays however, the attendance was as low as 2. This inconsistency has made it challenging to plan classes, activities, and honor the volunteer teachers.

Three curricula were already chosen prior to fall 2017: World of Wonder, celebrating all that is in the world around us, for the youngest through grade 1, Picture Book of World Religions for Grade 2-3, and Harry and UU for grades 4+. The groups would have been very small, so World of Wonder was used for Pre-K through 2nd Grade, and Grades 3+ combined into Harry and UU. At times, the younger group had only 1-2 children and they loved the activities with the Harry Potter class! Connections to the UU Principles in the Harry Potter stories appealed to many, adults and children alike.

The many teachers are listed at the end of this report. In September the Fellowship participated in the dedication of this group, followed by orientation and luncheon for the teachers. The RE program is fortunate to have so many volunteers who truly care and words cannot express how much gratitude I have for this group.

Bob Clay and I continued as advisors for the youth group and the culmination of this year was another service trip to Nicaragua, working with Compas de Nicaragua. We were fortunate to have 5 other adults join us! It has been an honor to observe the growth in these 7 young people: for most it was their second trip to Nicaragua, so connections grew stronger for most of us. Thank you to Starr King and the community for the generous support provided to this group and to the Compas organization.

A chapel was held downstairs each month and Reverend Linda Barnes joined the Sunday morning program in October, December and April for chapel/story and time to get to know each other. Most months there was also a worship service designed for all ages, and of course children are always welcome to stay with families in the sanctuary. The Family Corner and the Fidget Box are present for every Sunday morning and will continue next year.

Guest at Your Table collection boxes, a food drive for the local community closet, and supplies collected for the animal shelter were activities facilitated by the RE Program. Over 100 items were collected for both community closet and for the animal shelter in just a few weeks. This is another sign of the generosity of this community-thank you.

Kim Sweeney presented a worship service in January based on her articles *Death of Sunday School and the Future of Faith Formation*. This information prompted further discussion to determine what parents want in the

religious education program and/or worship, as well as thoughts about the information presented at this worship. Desires and needs varied greatly and next year will be a learning process and experiment!

The RE program will follow the Soul Matters program closely so the connection to themes used in worship will be consistent. Soul Matters offers religious education sessions and activities and there will be one “class” most Sunday mornings. Stories for all ages and especially Family (all ages) worship have been and will be selected based on these themes. I look forward to working closely with Reverend Linda and Sarah Dan in planning next year.

All things involving Religious Education at Starr King would not be possible without the support of the Religious Education Committee. These assistants are greatly appreciated: Nancy Dowey, Chairperson, Mary Crowell, Jessica Fleming, Judi Hall, Jessica Marunowski, Wendy Rowbotham, and Linda Smith.

And most important of all, the nursery care for our youngest children has been outstanding for several years. Wendy Rowbotham has provided this care in a warm, caring, pleasant, clean space and is stepping down from this position. She will be greatly missed by many, not just the youngest ones, but also parents and friends. Volunteers assist in the nursery, but Wendy has been the consistency and we will strive to fill this position by September.

In faith,

Jane Clay

Nursery

Dorothy Crowell
Cindy Spring
Margaret Salt
Jessica Boynton
Betty Ann Trought
Rosa Bailey

Harry and UU

Mary Crowell
Jessica Marunowski
John Marunowski
Peter Mather
Joe McKellar
Glenn Smith
Linda Smith
Barbara Spike
Amy Sullivan

Our Whole Lives

Eric Hoffman
Jessica Fleming
Youth Group
Bob Clay
Jane Clay

World of Wonder

Diana Pamplin
Jessica Boynton
Nancy Dowey
Karissa Grant
Mary Hazelton
Kathy Hillier
Connie Maatta

Director of Music, 2017-2018

Director of Music: Sarah Dan Jones

My mission is to spread the good news of Unitarian Universalism through Music. I do this through congregational singing, shared ministry and active participation in the Association.

As always, I use my mission to determine my actions as the Director of Music at Starr King UU Fellowship. Here is a recap of the past year.

Congregational singing/music: Continuing with a practice started in 2016, we featured a hymn on the month related to the Soul Matters theme. Some of the hymns were also sung in RE classes, and we tried to program them in worship so that folks of all ages could learn and sing together. Our annual Music Service in April was well attended, and featured music makers from all ages and abilities (some of whom have never played for us before). We raised almost \$1400.00 at that offering, which was divided between the Mary Hazelton Music Fund and the UUMN Scholarship fund. The generosity of our Fellowship is amazing, and another example of this was in the donation of a new Yamaha Grand Piano by the Gannett/Crowell family. I organized and participated in a wonderful Piano Dedication, which featured musicians of all ages who had contributed to the music ministry of Starr King in the past few years. The support of the Fellowship to insure that quality instruments in the sanctuary (which began with the generosity of Gigi and Paul Estes, who donated the Korg Keyboard) proves the value of music ministry in our worship. And, with the addition of the piano, our facility is now available as a performance venue for the Plymouth community; a function that I see increasing in the coming years.

An addition to our worship opportunities this year was the monthly Vespers service, held on the second Friday of most months. These informal gatherings were so inspirational, and provided space for folks to gather in silence, story and song.

Shared Ministry: I believe that the Starr King Singers, or the “choir”, is a vital part of the shared ministry of worship. We care for one another, provide meaningful music for the worship services, and grow our musical skills. We began our year with a retreat, held at the Hazelton Farm and facilitated by Emily Jaworski. This began our shared ministry relationship with Emily, whose skills, education and ministry have been invaluable to the choir, congregation and staff. The support of the congregation to employ Emily for the year was another example of generosity and trust. I can’t begin to list the benefits to the choir, congregation, staff and me personally that Emily brought to Starr King this past year. Her gifts and inspiration took our Fellowship to another level in music ministry.

The shared ministry among the staff is a vibrant part of Starr King UUF. We hold monthly staff meetings where we practice a covenant of support and inspiration. I continue to have weekly planning meeting with Rev. Linda Barnes and our commitment to quality worship starts with these sessions. Though the lines of authority are clear in our working relationship, I am so appreciative to be treated as a colleague, and value our common goals and commitments. Working with Linda, and the entire staff, is a joy, a pleasure, and immensely rewarding.

Association Participation: In June 2017, I was elected to a three year term on the UUA Board of Trustees, after serving one year as an appointee. What an amazing, challenging and reward time it has been. I am so encouraged and inspired by our new President, Susan Frederick-Gray, and the staff of the UUA. The model of

co-leadership is present in many areas of the UUA, including our Co- Moderators of the UUA Board. I attend monthly Zoom calls (or more), quarterly face to face meetings, and am preparing for a busy General Assembly in Kansas City. We continue to examine ways that the White Supremacy culture permeates our Association, and embrace the call to de-center whiteness in our movement. I just want to commend Starr King for its amazing exploration of these difficult topics and its commitment to change and justice. We have done – and continue to do – our work: participating in two teach-in service, the month long session on dismantling racism, the conversations around a Black Lives Matter Banner, the full support of the Promise and Practice commitment to Black Live UU (BLUU), the amazing number of members who attend regional and district events, and finally, the 30 plus years of being an Honor Congregation supporting the Annual Program fund. It is an easy gig to be a UUA board member who hails from Starr King, and your support is so appreciated.

The annual UUMN conference will be held in Portland, Oregon in early August this year, and I am looking forward to attending. I have been part of the Worship Design team, which crafts the daily worship service to fit a theme and insure a common arc of that theme. Thanks again to Starr King for appropriate professional development funds, and insuring that I am able to attend this valuable conference every Summer.

I attended the NNED annual meeting as a member of the UUA Board and was so grateful to see 17 members of Starr King Present. Another exciting opportunity for growth was on May 19th, and the majority of our choir attended a choir festival held in Haverhill, Mass. This gathering will feature new music by Rev. Jason Shelton, written for small choirs and focused around the shared liturgical calendar of many UU Congregations. Singing and learning with so many other UU Singers is a blessing.

I am so proud of the Music Ministry at Starr King UU Fellowship, and look forward to building on our successes and creating new opportunities in the years ahead.

In faith,

Sarah Dan

VITAL STATISTICS: 2017-18

Choir Rehearsals: (including Christmas Eve and memorial services) – 34

Worship Services: (including Christmas Eve and memorial services) – 34

Vespers Services: 5

Average On Site time at Starr King: 9-10 hours per week

Average Planning Time Off Site: 10 - 12 hours per week.

Activities

Chair: Mitch Manseau

Members: Sally Gove, Linda Smith, Thad DeFauw, Joe Keleghan

Outdoors advisors: Bill Trought Nate Mulherin

The activities committee organized the following activities during the 2017-2018 year.

- End-of-summer picnic at the Kriebels' home on Newfound Lake.
- Breakfast Club – First Friday of the Month. Activities following breakfast included – Visit to Museum of the White Mountains, Draper Factory tour, the planetarium at PSU, breakfast at Polly's Pancakes and tram ride up Cannon Mountain, tour of local lumber yard, and art show at Plymouth UCC.
- Tree Trimming Party...
- Assorted activities at PSU include - concerts, plays, Educational Theatre Collaborative's Annual Production, and Sidore Lectures.
- Monthly Dinner and a Show – dinner at area restaurants and performances at PSU's Silver Center, and the Flying Monkey.
- Monthly Second Sunday hikes to Welch & Dickey, Squam Range, Whitten Woods, various Plymouth Mountain trails, and the Flume.
- Summer Paddles.
- Biking: Rail Trail, Buffalo Rd to Wentworth
- Formal Tea Party with Fashion show.
- Pemi Choral Society performance.

We are always looking for new events to add to our repertoire. Please let us know your suggestions.

Submitted by Mitch Manseau and Sally Gove

Budget & Finance

The responsibility of the B&F Committee is to actively manage the financial affairs of Starr King Unitarian Universalist Fellowship, meeting monthly over the fiscal year. This includes developing the operating budget for the next fiscal year, monitoring the actual operating activity throughout the year, working with the Stewardship Committee to establish the annual goal for the pledge drive, and overseeing the investments of the Endowment Fund.

The Committee extends its gratitude this year to Bob Clay who has served longer than any previous Treasurer of the Fellowship. Bob has represented us well both as a leader and spokesperson for this Committee.

Committee members for FY 2018 are:

Bob Clay	Treasurer and Chair
Tom Hahn	Member and Auditor
Nancy Chaddock	Member and Endowment
Janet Englund	Member
Susan Jacobs	Member

Endowment Fund Investments

	Market Value <u>At 12/31/17</u>	% Allocation
Vanguard Mutual Funds		
500 Index	\$ 87,049	31%
Extended Market (stock)	56,958	20
Total International Stock	28,345	10
Total Bond	57,147	20
Total International Bond	13,974	5
NH Community Loan Fund	26,495	9
Cash at Bank of NH	<u>12,568</u>	4
 Total Endowment	 \$282,536	

The Vanguard International Stock and International Bond Funds were added by the Committee on October 11 and 12, 2017, with adjustments to the domestic funds to allow for the inclusion of international investments.

The above total Market Value of \$282,536 represents an increase of 10.5% over the market value at 12/31/16. It is noteworthy that the Fellowship's investment in the NH Community Loan Fund earns 5% every year regardless of market conditions.

The Budget and Finance Committee is responsible for the calculation of the maximum amount that may be distributed annually. For fiscal year end 6/30/18 this amount, known as the "cap," was \$9,000.

Proposed 2018-2019 Budget and Related Notes Starr King UU Fellowship

	FY18 Forecast	FY18 Budget	FY19 Budget	INCR/ (DECR)
INCOME				
Pledges				
Current Year	108,139	158,000	145,000	-8%
Prior Years	3,935	1,500	1,500	0%
Next Year	5,000	0	15,000	100%
Total Pledges	117,074	159,500	161,500	1%
Non-Pledge Donations	1,910	2,000	2,500	25%
Grants	1,926	10,000	10,000	0%
Collection Plate	3,174	5,000	5,000	0%
Special Collections	16,516	8,000	0	-100%
Fund Raising				
Auction	11,502	6,500	9,000	38%
Hannaford Gift Cards	3,571	5,000	6,000	20%
Other	0	0	500	100%
Plant Sale	0	200	100	-50%
Recycling	54	100	100	0%
Tea Party	0	240	250	4%
Yard Sale	3,385	4,140	4,000	-3%
Total Fund Raising	18,512	16,180	19,950	23%
Rental Income				
Bridge Club	409	500	540	8%
Events	0	500	250	-50%
Other	1,138	1,700	250	-85%
WMPA	75	200	150	-25%
Yoga	800	1,200	1,200	0%
Total Rental Income	2,422	4,100	2,390	-42%
Other				
Dividend Income	0	0	0	0%
Interest Income	3	40	0	-100%
Miscellaneous	0	0	1,500	100%
Securities Gain/Loss	0	0	0	0%
Total Other	3	40	1,500	3,650%
TOTAL INCOME	161,537	204,820	202,840	-1%
EXPENSES				
STAFFING				
Staff Salaries				
Minister				
FICA/FMI	3,276	4,368	4,590	5%
Salary & Housing	42,825	57,100	60,000	5%

Total Minister	46,101	61,468	64,590	5%
Director of Religious Education	7,616	12,159	14,000	15%
Music Director	8,625	11,500	12,000	4%
Music & Technology Coordinator	885	0	0	0%
Musicians	750	1,400	1,400	0%
Nursery Care	655	1,204	1,253	4%
Office Administrator	11,064	13,500	18,744	39%
Custodian	2,724	12,750	8,443	-34%
Total Staff Salaries	78,419	113,981	120,430	6%
Staff Benefits				
Health Supplement	3,540	4,524	4,695	4%
Health & Dental Insurance	0	0	0	0%
Life & Disability Insurance	1,039	1,250	1,870	50%
Pension	3,807	5,710	6,937	21%
Professional Expenses				
Minister	2,862	5,710	6,000	5%
DRE	1,200	1,216	1,400	15%
Music Director	1,748	1,150	1,200	4%
Total Professional Expenses	5,810	8,076	8,600	6%
Total Staff Benefits	14,195	19,560	22,102	13%
Payroll Taxes				
Social Security	1,969	3,256	3,400	4%
Medicare	460	761	795	4%
Total Payroll Taxes	2,429	4,017	4,195	4%
Total STAFFING	95,044	137,558	146,727	7%
FACILITIES				
Utilities				
Electricity	2,168	2,900	3,000	3%
Heat	3,985	4,000	5,300	33%
Water & Sewer	213	500	480	-4%
Total Utilities	6,366	7,400	8,780	19%
Property Maintenance				
Equipment	1,495	1,000	500	-50%
Landscape	0	400	400	0%
Maintenance & Construction	6,263	3,500	3,385	-3%
Plowing & Sanding	7,770	3,400	6,000	76%
Property Taxes	51	80	80	0%
Total Property Maintenance	15,579	8,380	10,365	24%
Insurance				
Liability & Fire	1,991	1,850	1,900	3%
Umbrella Policy	350	350	350	0%
Workers Compensation	2,048	1,200	1,347	12%
Total Insurance	4,389	3,400	3,597	6%
Total FACILITIES	26,334	19,180	22,742	19%

PROGRAMS**ADMINISTRATION**

Online Giving Fees	26	0	60	100%
Supplies	525	2,500	1,200	-52%
Computer Maintenance	385	290	500	72%
SKUUF Directory	0	0	0	0%
Software	730	2,000	875	-56%
Postage	332	400	400	0%
Telephone	857	2,220	1,212	-45%
Internet	720	1,080	960	-11%
Governing Board	450	300	450	50%
Web Hosting	256	384	384	0%
Miscellaneous	647	150	200	33%
Bank Service Charges	138	0	100	100%

Total ADMINISTRATION	5,066	9,324	6,341	-32%
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MINISTRY

UUA & NE Region Membership	10,033	10,033	10,116	1%
Minister's Discretion	500	500	500	0%
Outreach	14,290	8,000	0	-100%

Total MINISTRY	24,823	18,533	10,616	-43%
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COMMITTEES

Activities	0	0	0	0%
Adult Education	61	125	125	0%
Hospitality	344	650	650	0%
Membership	91	500	300	-40%
Newsletter	0	150	150	0%
Public Relations	0	500	500	0%
Religious Education	1,505	1,200	1,500	25%
Small Group Ministry	0	500	500	0%
Stewardship	461	800	1,000	25%
Technology	34	300	300	0%
Worship & Music	1,640	2,000	3,500	75%

Total COMMITTEES	4,136	6,725	8,525	27%
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Total PROGRAMS

34,025	34,582	25,482	-26%
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RESERVES

Capital	0	7,500	3,000	-60%
General	0	5,000	3,889	-22%
Sabbatical	0	1,000	1,000	0%

Total RESERVES

0	13,500	7,889	-42%
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TOTAL EXPENSES

155,403	204,820	202,840	-1%
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NET INCOME/(LOSS)

6,134	0	-0	100%
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Notes To The Proposed Fy19 Budget

1. At this time the Stewardship Drive pledges total \$154,540 from 74 pledge units. In addition we anticipate a \$10,000 grant from the NH Charitable Foundation.
2. Miscellaneous Income reflects the new credit card rewards program.
3. Staff salaries reflect a combination of cost of living increases, merit increases, changes based on UUA recommended salaries for our congregation size and region, and increased hours worked. The Custodian salary corrects an error made on last year's budget.
4. Staff Benefits reflects changes in employee eligibility for benefits based on the proposed salaries.
5. UUA has changed the way it calculates the UUA and District "fair share" Annual Program Fund (dues). In the past it was a set rate per member (excluding "friends"). Beginning in FY19 it will be 6.75% of our prior fiscal year operating budget expenses less UUA and District dues and less additions to Capital and General Reserves. To limit the increase under this new method, UUA is allowing a "transition" year whereby our increase will be limited based on several criteria.
6. Special Collections income and Ministry Outreach expense were added to the budget in FY18 to show within our budget our donations to Plymouth area organizations. With the change in the way UUA calculates our Annual Program Fund dues, we have reverted to our prior methodology of reporting these donations to the congregation outside of our operating budget.
7. Outreach Collections for 2017-2018 as of May 1, 2018

Social Justice Outreach	\$ 10,411.92
Black Lives Matter Fund	2,052.70
Minister's Discretionary Fund	2,826.50
Mary Hazelton Music Fund and UUMA	1,450.00
Share-A-Book	522.00
Youth Group Fundraising	<u>2,083.00</u>
	19,346.12

Building Usage Report

One of the wonderful things about our beautiful building is how it is enjoyed, not only by this Fellowship and its members, but also by outside members of the surrounding community. We are a busy place!

Beyond the host of committee meetings and Fellowship related activities, Starr King has also become home to various private events, groups, and classes that provide rental income as well as a connection between Starr King and our neighbors.

For instance, we regularly host the Thursday Bridge Club that meets each week from 12:30 to 3:00 PM. Wise Women in Training gather here twice a month on the 2nd and 4th Wednesdays from 10:30 AM to Noon. There is now a Tai Chi class that loves using the peace of our Fellowship Hall on Wednesday mornings from 8:00 to 10:00, and many attend the Hatha Yoga classes are held here on Wednesday evenings at 5:00 PM and Saturday mornings at 8:30 AM.

But in addition, Starr King is also becoming a favorite place to hold corporate meetings, training sessions, academic classes, and private parties for birthdays, anniversaries, bridal and baby showers, memorial gatherings, etc. To date our renters have been wonderful in respecting our rules and regulations and treating our building with respect. With the addition of the state-of-the-art projection and sound systems, new meeting spaces, as well the addition of our beautiful new piano, I can only imagine Starr King will continue to thrive and grow in this area.

This fiscal year to date, these outside activities and events have contributed over \$2,600 to our Fellowship.

Submitted by:

Lisa Olech, Office Administrator

Committee Chairs

The ten Committee chairs meet monthly as a group with Reverend Linda and the Vice President of the Board. The VP serves as the board liaison to the committees to help with the communication between the groups. The meeting format was changed this year. Chairs submit written reports in advance for all to review and successes are then highlighted at the meeting. During the remainder of the meeting discussions center on ways we can help one another, what some of the difficulties are we are running into, and new initiatives to help lead us to a successful future. Some of the results of these discussions include but are not limited to:

- Skill Inventory – Invited members to fill out a Time and Talent Survey to know what interests they may have in assisting with needed tasks.
- Coffee System – debated the different systems and came up with recommendation to the Board
- Smooth Sundays – organizing committee was formed from this group to set up teams for Sunday Services and Coffee hour.
- Communications Task Force – active task force that created survey of members and friends to determine if current communication channels are effective and how to improve. Over 70 people responded. The committee is evaluating and making recommendations for better communication across our channels.
- Legacy Giving/Planning Task Force – recommended to the board to form in the fall of 2018
- Committee Description Update – each committee updated their specific description in the document of Committee Descriptions that is posted on our shared drive and the website. The previous update was in 2015.

Committees represented are:

Activities	Budget & Finance (including Endowment)	Membership
Pastoral Care	Property & Maintenance	Religious Education
Smooth Sunday	Stewardship	Technology
Worship Associates		

I would like to thank the chairs of the various committees not only for their time but for their work with their committees for the benefit of Starr King UU Fellowship. I look forward to the next two years continuing with this work.

Respectfully submitted,
Mary Crowell
Vice - President

Endowment Committee

Chair: Bob Clay

Members: Don Crowell, Amy MacDonald, Betty Trought

This year the Endowment Committee had the opportunity to date (May 1) to review and recommend the disbursement of the following funds

New England Conference (Registration Fees)	\$ 960.00
General Assembly (Registration Fees)	\$1195.00
Black Lives Matter Library & Meeting	\$ 160.54
Youth Group Trip to Nicaragua	\$6000.00
Star Island LRE (Registration Fees)	<u>\$ 200.00</u>
Total Distributed	\$8515.54

That leaves a balance of \$1173.52 that can still be used this year or to be carried over to next years allotted amount. That new amount to be added next year is determined by the earnings of the Endowment Fund. Next years amount should be around \$10,000. And is determined by formula using a percentage of a three-year history of gains on the Fund. It is determined in the fall and the Endowment Committee will then learn the exact amount that they will receive in FY-19

For the Endowment Committee,

Bob Clay, Don Crowell, Amy MacDonald, Betty Trought

Lay Pastoral Care Team

Members: Rev. Linda Barnes, Brian Haskins, Linda Haskins, Amy MacDonald, Connie Maatta, Darlene Nadeau, Edie Patridge, Mary Tierney, Bill Trought, and Stew Weldon.

The Pastoral Care Team, co-led by Rev. Linda Barnes and Brian Haskins, provided care and assistance to members and friends who were moving through challenging transitions and/or encountering difficulties connecting with needed resources. We provided meals to those suffering a loss or illness, and to a family with a new baby. We also assisted with memorial planning and connected with those suffering the loss of a loved one. Additionally, the team provided letters, phone calls, visits, and referrals when appropriate.

To begin our year, we commissioned the Pastoral Care Team during a worship service reminding the team, publicly, of their commitment to confidentiality and caring. This also served to increase recognition of these team members as people who can be of help in a crisis.

A video recording of the spoken Joys and Sorrows from the Sunday service was emailed to the team members so that we were aware of, and could respond to, the needs of our community mentioned at that time. We also met once a month to discuss ongoing concerns and strategize how best to be supportive.

We added Connie Maatta to our team this year and are especially grateful for her skills as a memorial organizer. While Rev. Linda works with family to plan the service, Connie meets with them to plan the reception. Connie organized food, flowers, and contacted those Starr King UU Fellowship members who might help with ushering and parking. It was especially helpful to have this need filled this year as we held four memorials: Walt Mayshark, Beverly Seavey, Richard Mather, and Helen Lindstrom.

We continue to list the Team in the Order of Service, in the weekly View, and in the monthly newsletter. We encourage members and friends to contact one of us, when there is a pastoral care need in our Fellowship.

Membership

Chair – Katharina Kelsey

Members – Barbara Jenkinson, Connie Maatta, Hanna Frederick

Membership Statistics

May 1, 2018 Current Membership – 139

May 25, 2017 Membership - 141

New Members - 5

Hanna Frederick, Howard Frederick, Stephanie Halter, Sandy Mucci, Amy Sullivan

Status Change from Member to Friend – 3

John Hession, Sally and Richard Davis

Member moved away, no contact information – 1 Marilyn Ashley

Members Resigned - 0

Members Deceased – 3

Mary Walton Maysark, Beverly Seavey, Helen Lindstrom

Member Demographics

Starr King members come from 22 New Hampshire towns, encompassing a 40+ mile radius of Plymouth.

Nine members divide their year between one residence in the Plymouth area and one in another part of New Hampshire. Two members live permanently in another state.

Average Sunday Attendance including children - 81

Committee Programs and Events

- Path to Membership classes were held in October and March 2018. Five participants became members immediately following the fall session. Eight participated in the spring session. We have every hope they will sign the membership book at the May 20 Member Recognition to be held during the service.
- The Starr King Fellowship brochure was revised and updated with new pictures and text to reflect current programs.
- Starr King UU Fellowship was again certified as a member in good standing in the UUA in January 2018. This year as in previous years fair share was based on contributing a set amount for each member. However, this calculation will change next year and will be calculated based on a formula calculated as a percentage of our operating budget (6.75%) and adjusted for our geo index number and expense per member ratio.

On-Going Programs

Provide greeters from September through January prior to formation of Smooth Sundays.

Maintain guest book

Make available Information Packets and Welcome Cards to visitors.

Periodically contribute to the Starr King View, the Weekly View, the Starr King website, the foyer bulletin board with announcements of Path To Membership opportunities, photos and bios of new members.

Attend monthly Committee Chairs meeting.

Maintain Sunday worship attendance count of adults, children and youth for the annual report to the Unitarian Universalist Association.

Maintain member contact information for subscriptions to UUA World magazine.

Thanks To

The many Greeters who faithfully took their posts each Sunday and to those who always take the time to welcome visitors. Their warm greeting introduces Starr King as the happy, warm, energetic place that it is.

Members who assisted with the fall and spring Path to Membership sessions by passionately sharing their roles.

Connie Maatta who stepped down in January after many years of service for membership. We're delighted to welcome Hanna Frederick as a new committee member for the coming year.

Respectfully submitted,

Katharina Kelsey for the 2018 Membership Committee

Personnel Committee

Chair: Chuck Kriebel

Members John Marunowski and Mike Randall

Advisor: Nancy Chaddock

The Personnel Committee was formed by the Board of Directors during FY18.

The purpose of this committee is to advise and make recommendations to the Board of Directors on personnel matters. Specifically, the committee is to ensure fair treatment under Federal and State regulations and UUA guidelines, and to guide the Fellowship in matters relating to employed personnel administration. The Personnel Committee works closely with the Budget and Finance Committee in the preparation of the annual budget. The committee will also ensure that employees know of benefits available to them, and that there is a common understanding of their job expectations.

Submitted by Chuck Kriebel

Property Management

Chair: Brian Haskins

Well it has been an eventful year! From frying our circuits, lightning strike, to foyer rejuvenation! We have been busy. The best is yet to come! Can't you just feel it! It's in the air! Our goals are always evolving so plans are being made for the future, as we go over this past year's accomplishments, none of which would have happened without the help of all.

Let's start with our new coffee machine project! One by which we installed electrical and plumbing for the kitchen! We have upgraded the electrical capacity in the kitchen. We installed water supply and electrical across the room for the coffee maker! The coffee machine is working and we all have the opportunity to use it! We installed new shelving in the storage room and Got Lunch is very happy for the extra storage space! We were also able to attain new heights by climbing to the cupola's windows and ascertain what we must do to fix them! While there, Fred Kelsey cleaned all the windows!

Then we had the excitement of circulating pumps going out providing a very wet experience and no heat, then running out of oil and having no heat! It was wonderful it happened before the deep winter. Blessings there! Clean up of grounds went well and all things were bundled up for winter! February plans were well underway for foyer work. After a hard winter we commenced with foyer work and the project has progressed amazingly well!

The future is looking bright for many new improvements and our ability to meet these goals for the coming year always depends on all of us! Many achievements are group efforts! It's such a pleasure working with everyone. The translation from ideas and ideals to projects and then on to fulfillment is a very enjoyable experience! Thanks to all who participate and for the shared Fellowship, which is the most rewarding part in the never-ending journey!

Public Relations

Newsletters and Newspaper

The newsletter, Starr King View, is formatted, edited and published by Barbara Avery, from items submitted by members each month, with the exception of July and August when a combined issue is printed. The Administrative Assistant, Lisa Olech, sends out a pdf of the newsletter via email to members and friends and puts it on the Starr King website. Hard copies of the newsletter are mailed to those preferring not to receive it via email and several copies are available in the foyer for new members and guests to pick up.

The weekly Starr King View e-newsletter is formatted and edited by the Administrative Assistant using the MailChimp application. This contains excerpts from the monthly newsletter as well as valuable additional and updated material. It is sent out each Friday via email to all requesting it. Currently 281 receive both the monthly and weekly newsletters by email.

The Administrative Assistant also writes a column of Starr King news appearing weekly in the Record Enterprise, the local newspaper covering Plymouth and surrounding towns. This column brings our message out to our community, to those entirely unfamiliar with us.

Service Videos

We continue to video and post Sunday Services to Vimeo, Podbean, and Pemi-Baker public television. In the last year Vimeo has had over 1000 plays. Podbean averages about 90 plays annually. We are not able to get viewing statistics for Pemi-Baker television. We also now record Candles of Joys and Concerns which is distributed as a private link to the Pastoral Care Committee members each week.

starrkingfellowship.org Website

Events and activities are continually updated by various members. The total number of unique visitors for the 12-month period ending in April was 2,808 compared to 2,252 in the same time period last year, a 27% increase. In April an entire web review was done by volunteers who expressed interest on the skill inventory sheet. Changes were made based on the reviewer's recommendations. Doug Grant did an analysis of broken links that were subsequently corrected. Thank you to Sally Gove and Mary Crowell for their review.

Social Media

The number of our Facebook page "likes" has grown from 193 in May, 2017 to 235 as of April 18, 2017, a 17% increase. Average weekly reach is 307. Special events such as the Georgia O'Keeffe play generated a reach of 1037. The May annual meeting event generated a reach of 307. Our Facebook posts automatically filter to our Twitter account.

This year, we have been working with the Starr King Communications Task Force to understand how we can best communicate with our members, friends, and the community at large, especially in these times of rapidly changing technologies. It is clear from our gathered statistics that a web and social media presence is of increasing use and importance.

Respectfully Submitted,

Barbara Avery and Katharina Kelsey

Religious Education Committee

Chair: Nancy Dowey

Committee members: Mary Crowell, Jessica Fleming, Judi Hall, Jessica Marunowski, Wendy Rowbotham, Linda Smith

The Religious Education Committee's purpose is to help and support Jane Clay, the RE Director. The committee encourages all adults to support the children in the Fellowship. We help coordinate consistent nursery coverage and recruit teachers. We cover RE duties once each month so Jane can have a Sunday off. The Committee meets monthly to assist in planning for present and future RE programming. We have have joined Jane in studying new RE programming that meets the needs of today's families. We stay connected to the Governing Board and other committees through the monthly Chairs meeting attended by Nancy Dowey. Thank you to all the volunteers who help out in the RE program as we could not make it work without you. As Wendy Rowbotham retires from her years of devotion to our children in the nursery, we thank her so much.

Respectfully Submitted,

Nancy Dowey, RE Committee Chair

Smooth Sundays

Chair: Joseph Kelaghan

Organizers: Mary Crowell, Kathy Kelsey, Connie Maatta, and Joe Kelaghan

In fall 2017 the Smooth Sundays organizers met with Linda Barnes to design a new way for the congregation to accomplish the work that needs to be done each Sunday (i.e. greeting, taking collection, refreshments, coffee, flowers, setting up the Sanctuary and Fellowship hall). These tasks had been done by individual volunteers and would now be done by Smooth Sundays teams.

The organizers spent the fall planning the program and determined that the teams would start working on Sunday, February 4. Joe Kelaghan was chosen as the contact person for the organizers. All members of the congregation were assigned to one of 10 Smooth Sundays teams, each with about 14 members. The teams were formulated to have a similar number by age group, longer term and more recent members, snow-birds, etc. The organizers sought and found leaders for each of the teams. The organizers assembled a detailed manual describing all the tasks (available on Fellowship's web site with a printed copy in the kitchen). An information and question session was held with the congregation after a Sunday service in the fall, and a description of Smooth Sundays appeared in the Starr King View in January. A similar session was held with the team leaders in December. Team leaders were told to contact Joe Kelaghan to describe how their Sundays went (both positive and negative). Kathy Kelsey has worked with team leaders to use SignUp Genius to assign tasks to team members.

Smooth Sundays teams have successfully accomplished their jobs every Sunday since February 4. Joe has received only a few reports from leaders, but comments have generally been positive. Many members find their Smooth Sunday experience an easy way to contribute to the Fellowship, and they appreciate the ability to meet and work with a small group of people over the course of a year. One problem that arose is that some groups include too many members who are not available to help on a Sunday. This will be addressed by moving some team members. Two team leaders are members of the choir and find it difficult to lead a team on days when they have rehearsal before the service. This problem only arose recently, and the organizers will work to alleviate this problem before next fall.

During May, the organizers will meet with the team leaders in person or by telephone so that everyone can share experiences, best practices, things that worked, and things that did not work so well. This information will be used to modify procedures where necessary. Next year the schedule for Smooth Sunday teams will be distributed in advance for the entire year (September through June). Members will know the dates in advance and can use the information to schedule their availability for those days.

ASSESSMENT: The four months of experience (February to May) have shown that Smooth Sundays is an efficient way to accomplish the large number of tasks that needs to be done every Sunday morning. In addition, many members find it appealing because it provides an easy way to get involved and contribute to the Fellowship. It also provides a camaraderie that was not easy to find in the previous system of individual volunteers. The few problems that have arisen can be addressed, and the organizers will make some changes before the fall.

Social Justice Outreach Program

Each month Starr King gives the proceeds from one week's collection plate to a non-profit organization. Most of these groups are local organizations, working to assist those in need. Occasionally the selected organization is a national group whose work impacts our communities, or a group affiliated with Unitarian Universalist churches and fellowships.

September – Hurricane Relief- \$2,055.00

Funds were sent to the UU Service Committee and UU Association to assist their work on behalf of victims of Hurricane Harvey

October – Genesis - \$1,095.00

Provides counseling services to regional residents; your donation assists those unable to pay

November – Plymouth Area Community Closet - \$1,179.50

Provides food and fuel assistance to area residents; runs a second-hand store

December – Guest at Your Table - \$ 770.77

The Unitarian Universalist Service Committee provides training and assistance programs to advance human rights in the United States and around the world

January – Starr King Fellowship Youth Group - \$2,358.75

Assistance with funding a service trip to Nicaragua in February; the Youth Group worked with the Primavera barrio in Managua, and the rural community La Paz

February – Restorative Justice - \$812.90

Provides an alternative to court intervention for first-time juvenile offenders in the Plymouth area; the program is run by CADY (Communities for Alcohol and Drug-free Youth); our Fellowship assisted in the creation of the restorative justice program

March – Pemi Youth Center - \$1180.00

Provides after-school programs in a nurturing family atmosphere for regional youth

April – Voices Against Violence - \$960.00 (funds still coming in)

Operates a homeless shelter for battered women; provides other services

May – Got Lunch -

Provides lunches throughout the summer for children in need in Plymouth; this program was initiated by our Fellowship

June - To Be Announced

To date, with two collections not yet recorded, Starr King has donated \$10,411.92. Your donations are a gift impacting countless people in ways we will never know – thank you, all, for your generosity and support!

Gratefully,

Mimi Ford

Katherine Hillier

Outreach Coordinators

Soul Matters

Soul Matters are small, relational groups made up of six to ten people led by facilitators meet monthly to establish and nurture themselves in this community, to explore and engage monthly religious service themes in more depth, and to reconnect with their deepest selves, life's gifts, and needs greater than their own.

This was the second year for the "Soul Matters" Program at the Fellowship. This year there were four groups meeting for a two-hour session once a month to talk about topics like courage, hope, intention and creativity.

Before the sessions members would down-load or pick up a copy of that month's packet created by the UUA, read through it, and decide which option to follow. They might be encouraged to journal, to take pictures, to visit a museum, or to "say yes" to a new adventure.

Each session began with a check-in followed by a chance for each member to talk about the option they chose and what they learned.

There were wonderful readings, poems, songs, and videos that serve to "stretch" the meaning of each topic.

Each group had co-leaders. Rev. Linda introduced the program last year and met with the leaders each month so they could experience being "members" as well. This year's leaders were:

Margaret Salt and Mary Crowell
Connie Maatta and Elizabeth Terp
Kathy Kelsey and Judi Hall
Bill Trought and Cindy Spring

36 people were involved in this year's Program.

Stewardship

Stewardship Committee Members: Nancy Chaddock, Mimi Ford, Bob Gannett, Mary Hazelton, Jennifer Legier, Sandy Mucci

Our Committee performed well this year, repeating the popular Cottage meetings and improving the printing quality of this year's brochure. It was a pleasure for us to work on the content of this year's brochure as we were able to reflect on the many important accomplishments and plans underway since Rev. Linda became our minister.

This year we set a dollar goal that proved to be overly optimistic. In retrospect it is clear that our Stewardship experience for the current budget which was completed one year ago was extraordinary, and unbeatable to repeat again this year.

The June issue of the Fellowship's newsletter will contain the full report and analysis of pledging for the coming fiscal year. As we write this annual report we are in the process of tracking down responses from a number of folks not yet heard from. The important message we can provide now as you consider the Fellowship's proposed Operating Budget is that we are close to receiving the total amount of pledges necessary to meet the revised goal we set for ourselves about one month ago, a goal that will enable the Fellowship to move ahead with its planned objectives.

The Stewardship Committee does not accomplish its work alone. Rev. Linda attends our planning meetings and adds much to the conversation. We are grateful to all of the hosts of the many Cottage Meetings that were held, and to others who helped make those gatherings successful. The conversations and relationships that arise from those small gatherings are enjoyable and meaningful on many levels for the continuing health of this community. The support our Committee receives from Committee Chairs, Membership, Technology, and Budget and Finance Committees is also greatly appreciated.

A special thank you here to Forrest Seavey who spent hours recording and perfecting that wonderful video shown at the Cottage meetings.

Thank you, our members and friends, for the support you have provided to our Fellowship.

From your Stewardship Committee

Summer Services

The Worship Associates coordinated summer services. As in previous years the services were designed to be more casual but also allow for a spiritual break in busy summer weeks. Children were welcome with a blanket area and toys/books for them to enjoy.

July 2—Margaret Salt, Worship Associate, and Rebecca Noel - July 4th history and meaning?

July 9—Katherine Hillier, Worship Associate, and Jay Apicelli - Restorative Justice and Restorative Practices and UU Values.

July 16—Nancy Chaddock, Worship Associate - The Hidden Life of Trees, based on a book with the same title, published in 2016, by German forester Peter Wohlleben.

July 23—Nancy Chaddock, Worship Associate, and Arasu and Jay Gunasekaren - Path to Salvation: Interpretations of a common woman. What is it about? I have been told that Moksha (salvation) is the ultimate purpose of a human being.

July 30—Bob Clay, Worship Associate, and Jane Clay - Nicaragua as a Spiritual Journey. Reflections of Nicaragua from the leaders of the youth, an adult perspective.

August 6—Joe Kelaghan, Worship Associate, and Mary and Don Crowell - A Summer Visit to Iceland.

August 13—Nancy Chaddock, Worship Associate, and Judi Hall - Living our Faith

August 20—Betty Trought, Worship Associate, and Forrest Seavey, Alzheimer's - Planning and Coping

August 27 - Katherine Hillier, Worship Associate, and Ted Vansant - Solar Energy: Where are we today?

Task Force Reports

Building Renovation

The following are updates for the Property Maintenance, Foyer, Adult Space and Storage task forces as presented at the 2017 Annual meeting.

Property Maintenance:

1. Replace rear door - completed with the adult space/back entrance project
2. Main entry lock/crash doors - not addressed
3. Replace cupola windows - exterior inspection last fall revealed the windows to be in good condition and the problem may be a single malfunctioning motor. Repair to be determined once access to the interior of the windows is obtained.
4. Sanctuary interior trim repair - not addressed
5. Replace rotting siding - not addressed
6. Repair lights in rear stonework - not addressed
7. Replace wooden fence rails - not addressed
8. Frost heaves in downstairs offices/hall - not addressed

Foyer Task Force:

1. Projected completion by 6/1/18 with the exception of the restroom update mentioned in the original proposal.

Adult Space/Back entrance Task Force:

1. Projected completion by 6/1/18 with the exception of new flooring for the downstairs.

Storage Task Force:

1. The shelving in the storage room was rebuilt/renovated to be safer and to have designated areas for 1) Seasonal Storage, (2) Yard Sale Items, (3) Auction Items, (4) Religious Education, and (5) Technology. The Red RE Shelving relocated from the hall, into Classroom #1, and replaced it with two shelving units (this was all coordinated with Jane Clay). The unit in Classroom #1 may be able to house the additional items if necessary.
2. Metal folding chairs have been removed with some money for the broken ones from a scrap metal place dealer.

Summary: Three of the four task forces have completed most of the goals as outlined in the 2017 Annual Report. This has been accomplished with adequate funds remaining to complete the Property maintenance goals assuming no “surprises.”

Submitted by,

Fred Kelsey

White Supremacy Awareness - Becoming Woke

“Ultimately, white people must come to their own understanding of why it is in their interests to dismantle a system that does not work for all humanity and commit to something better.” ~ Donna Bivens

Background

This Task Force was created by concerned members after a racial incident in Claremont and Durham, New Hampshire, at the beginning of the 2017-18 school year. A number of us had already been attending Anti-Racism workshops and conferences. The events in Claremont and Durham helped remind us that Racism is everywhere. We desired to display a Black Lives Matter banner at the Fellowship, but recognized that it would be important to educate ourselves and the congregation first.

Definitions

“White Supremacy is a political, economic and cultural system in which whites overwhelmingly control power and material resources.” ~ Frances Lee Ansley

“White Supremacy is a set of institutional assumptions and practices, often operating unconsciously, that tend to benefit white people and exclude people of color.” BLUU (Black Lives Unitarian Universalist)

Becoming Woke - refers to the experience of white people “waking up” to realize the privileges they have taken for granted because of the color of their skin. (see Peggy MacIntosh’s article “Unpacking the Invisible Knapsack” at <https://www.pcc.edu/resources/illumination/.../white-privilege-essay-mcintosh.pdf>)

Steps

Five of us began meeting twice a month to talk about the culture of White Supremacy, to share books and articles and to plan ways to educate the congregation. We sent a letter to the Board explaining our hope about adopting a resolution at the 2018 Annual Meeting (May 20, 2018) to raise a BLM banner at our Fellowship, and we received the Board’s blessing to move forward.

Since then we have been holding after-service discussions and sharing information and resources in the monthly newsletter. We created a bulletin of information outside the Fellowship Hall. In the future we hope to set up a “White Supremacy Awareness” library at the Fellowship.

Black Lives Matter Banner

Fifty people attended a forum following the April 15 service to discuss the installation of a “Black Lives Matter” banner at Starr King. The goal was to ensure that all voices are heard and concerns addressed before we display our banner. The resolution will be voted on at the May 20 annual meeting. If the resolution is approved, the banner would be installed in October of 2018.

Technology

Chair: Katharina Kelsey

Videographers: Nancy Voorhis, Bill Dowey, Babe DeRaymond, Paul Hazelton, Kat Legier, Forrest Seavey, Katharina Kelsey

Web Maintainers: Doug Grant, Katharina Kelsey

Security: Mark Runquist, Katharina Kelsey

New Technology Introduced

Video Projection System - A video projection system was installed in October 2017 including a projector and electric screen by CCS Presentation System of Nashua, NH as approved at the 2017 annual meeting. The sound was reconfigured so the audio from the projector goes through our speakers. The system has been used during Sunday Services, the White Supremacy sessions, and PowerPoint Karaoke, a popular auction item. Emily Jaworski took on the responsibility of running the system and trained other members in its use.

ZOOM Online Meeting – A license for this online meeting application was purchased in the fall. It is used for times when weather or circumstance makes it difficult to meet in person. Rev. Linda also uses it to meet with other ministerial colleagues.

Simple Church Calendar - The calendar feature was implemented and has schedules for choir, videotaping, activities and Smooth Sunday groups. Activities and Smooth Sunday groups are both linked to the calendar menu on our website for easy access by our members.

Simple Church Giving - The board approved implementing online giving for any non-pledge donations through our website in December 2017. The system is from the same company as our member database, Simple Church. The two systems are linked. Giving information is automatically recorded from the Simple Church Giving application and directly links to our Simple Church membership database. The cost is \$10/month with an additional fee for each transaction. All donors to date have opted to pay the additional fees in addition to their gift. Personal training and a training document was created to assist Lisa in administering this new online site, setting up funds, connecting the giving system to the member system, and accessing billing and fee information. The document is stored in the MS365 shared repository.

Signup Genius – We introduced Signup Genius for assisting the Smooth Sunday process. Team members can sign up for tasks online and are then electronic reminders a few days in advance of their Sunday.

New Laptops – Two new Dell laptops were purchased in September. One for use with the new projection system, the other for use by the DRE. Kathy Kelsey setup both systems with preset links to all the Fellowship specific applications: MS365 shared drive, Office 365 applications including Word, Excel and PowerPoint, Simple Church, Vimeo, Podbean, and our starrkingfewllowship.org website.

Box – Though this application was used by the search committee during the Minister search process in 2015, it was not used by the general Fellowship. We reactivated it this year for the purpose of uploading and sharing photos for the Stewardship brochure.

Simple Church Database

Simple Church was implemented just about one year ago. Close to 90 people have logged in since its implementation. More and more committees and Soul Matters groups are using it to mass email members.

Website and Social Media

Members of the tech team assist in the maintenance and security settings of the website, Mailchimp, video postings, and Facebook. We created auction webpages, posted events to social media, updated RE and Pledging forms, kept the Home page up to date with timely information, and did an entire website review to remove broken links and updated information.

Technical Training

Mary Crowell led a series of Simple Church training sessions for members and friends, Committee Chairs, Soul Matters Facilitators and the Board. Thank you, Mary!

With the advent of Smooth Sunday Teams there was a need to setup task lists for each Sunday so team members could sign up. One-on-one training was done for each team lead on the use of Signup Genius and using Simple Church to mass email team members.

Six additional people were trained by Emily Jaworski on how to use the projector after the April 29 service.

Network

The network router was reevaluated by Marc Rondeau to ensure that connectivity was well situated throughout the building. He installed a new router shelf in the back storage room, straightened wires, and moved and wired the router to the staff office for better access.

Thank you

Thanks to all the folks who post events on the website for Wise Women and Activities. Thanks to Emily Jaworski for assisting with projector use during services and task force events. Special thanks to Kat Legier who assists with video recording and production, brochure creating, and web and Facebook posts. We wish her good luck with her college endeavor at UNH next year and will surely miss her!

Respectfully submitted, Katharina Kelsey

Unitarian Universalist Association Work Served by Members of the Fellowship

Starr King UU Fellowship has been well represented over the years by the involvement of many of its members in the work of the Association to which our Fellowship belongs.

In the year ending June 30, 2018, three of our members have served the Association as follows:

Paul Tierney as a Board member of the Northern NE District. We congratulate Paul as he concludes 3 years serving in this role. In recognition of his outstanding work for the District, Paul was the recipient of the District's Distinguished Service Award, presented at the Annual Meeting of the District on April 14th. This Award is well deserved because Paul has not only participated as a Board member in important decisions concerning the future of the District in a time of difficult change but has also worked to complete many of the functions formerly completed by District staff.

Cindy Spring as a Ministerial Transitions Coach serving a territory that includes all of New England. In this role Cindy helps congregations through the entire complicated and lengthy process of searching for a minister. Cindy reports to the UUA Transitions Office in Boston.

Nancy Chaddock as a Trustee of the trust funds for the Northern NE District and as the Compensation Consultant for a few congregations in NH (including our Fellowship) and for all the congregations in the state of Maine. In her compensation role Nancy reports to the UUA Office of Church Staff Finances in Boston.

This year we have demonstrated our members' commitment to participation in Association events. 14 members of this Fellowship attended the District Spring Conference in Nashua in April—that speaks mightily to our Fellowship's understanding of its responsibility to the wider UUA world. And it did us all proud to see both Sarah Dan Jones and Emily Jaworski leading the music enjoyed at the Conference.

Appendix

Biographies of Candidates for Elected Positions

Deedie Kriebel – President, Governing Board – 2018-2020

Deedie has been a member of Starr King Fellowship since February 2011, coming from the North Shore UU Church in Danvers, MA where she participated in Stewardship and Fund Raising, organized special programs, served as Social Activities Chair, and raised her children Unitarian Universalist. At Starr King Deedie has been co-chair of Activities, organized fundraisers, headed up the Pastoral Care Team, and has been active on the Grounds and Hospitality Committees. In 2016-2017 she served a one-year term as Vice President, and in 2017 was elected to complete Susan Jacobs' second year as President. She and her husband Chuck live in Bridgewater on Newfound Lake. Their San Francisco granddaughters spend the summer with them.

Mary Crowell – Vice-President, Governing Board – 2018-2020

Mary has attended Starr King since 1998, signing the book in 2000. Throughout the years she has been very involved with the Religious Education program as a teacher, member of the RE Committee, and Committee chair. In the past year she became more involved with the Technology Committee, Smooth Sundays as well as working on the Communications Task Force. She enjoys being able to give back to the community which has given so much to her and her family over the years. She was elected as Vice-President in 2017 to complete Deedie Kriebel's term in that position. She looks forward to continuing her role as Vice President.

Sally Gove – Secretary, Governing Board- 2018-2020

Sally is a native of New Hampshire and grew up in the Concord UU Church. She was involved in Starr King Fellowship from 1993 to 2001 when she moved to Olympia, Washington where her husband, Rev. Arthur Vaeni, served as minister to the Olympia UU Congregation. In 2014, they were delighted to move back to New England, and in the spring of 2016, they resettled in Plymouth in the same house they had left 15 years before. She joined Starr King as a member on her return and has served as the poster-of-events on the activities committee since that time. Before retiring, Sally was a college English instructor, both face-to-face and on-line.

Janet Englund- Treasurer, Governing Board – 2018-2021

Janet joined Starr King last year, and currently sings in the choir, serves as a Smooth Sunday team leader and manages the annual auction. She served on the Board of Trustees at her previous congregation in Croton-on-Hudson, NY as a Trustee, Secretary and Treasurer, and was involved in fundraising and strategic planning. After retiring from Citigroup in 2013, where her career encompassed law, real estate and mergers & acquisitions, Janet became certified to teach English as a Second Language and taught at a community college in NY for several years. She currently teaches ESL part-time at Pemi-Baker Literacy in Plymouth, where she is on the board. Janet is married to Jennifer Gentry and they divide their time between Campton, Lake Winnepesaukee in the summer, and occasionally Illinois where Jennifer maintains business interests.

Mike Randall –Trustee, Governing Board – 2018-2021

Mike grew up in Manchester NH where his parents attended the Brookside Congregational Church. He was introduced to the Unitarian Universalist philosophy in his early twenties, and found it to speak to his outlook of the world. He was a member of the Unitarian Universalist Society of Laconia for 30 plus years before relocating to Rumney in 2012. He became a member of the Starr King Fellowship about two years ago. He is married to Louise Randall, also a member; they have two children, Jameson and Rebecca, as well as a foster child, Augusta. He is a retired attorney, and spent his last twenty years working for the New Hampshire Department of Employment Security as counsel. In retirement he fills his time with skiing, hiking, bicycling, and enjoying their home on Stinson Lake.

Fred Kelsey – Endowment Committee – 2018-2021

Fred and Kathy moved to Plymouth in 1980 and have been members of Starr King since 1983. Fred recently retired from Mid-State Health Center, where he served as the Medical Director and Internist for the past 16 years, and previously as an Internist since 1980. He is currently the Chair of the Task Force on Renovations at Starr King. Having served as a Bank Director at Community Guaranty Savings Bank, he is aware of the significant role an endowment can play in a non-profit organization. He looks forward to serving on the Endowment Committee.

Amy MacDonald- Endowment Committee- 2018-2021

Amy has been a member of the Starr King Fellowship since 1991. She was raised a UU and found a home at Starr King for herself and her son Nick. She has served on the Membership Committee, the Ministerial Committee, and as Secretary of the Governing Board. She was Director of Religious Education for seven years and transitioned the RE program into our new building. She served as Chair of the Religious Education Committee for four years. She currently serves on the Pastoral Care Team, and the Endowment Committee. Amy and her husband Paul live in New Hampton and became grandparents for the first time in January. She is employed at the Inter-Lakes Elementary School, as a Paraprofessional working with 6th grade special education students.

Jim Hostetler – Endowment Committee – 2018-2019

Jim settled in New Hampshire after retiring from the US Department of State and Foreign Service in 2014, after several assignments overseas and in Washington, D.C. For most of his career he worked in human resources and financial management. He now makes his home in Campton, close to where his daughter and her family and his son live. When he and his young family lived in the Washington, D.C. area, they were members of the UU church in Fairfax, VA. Jim still does some part-time work remotely for the Department of State and is pursuing continuing graduate education in historic preservation and heritage studies at PSE. Jim became a member of Starr King in 2017.

Danni Simon - Nominating Committee- 2018-2021

Danni has been a member of Starr King UU Fellowship since moving here in 2007. Prior to moving to NH, she was a 20-year member of the First Parish UU church in Beverly, MA, where she was active on many committees, including Finance, Music and Worship, Investment, Religious Education and the Ministerial Search Committee. At Starr King she has served as President of the Governing Board, and on the Membership

Committee. She chaired the annual auction for many years and sings in the choir. Before retiring she was a school librarian, and previously had served in the Navy for 24 years.

Staff, Governing Board, and Committees

Staff

<i>Minister</i>	Rev. Dr. Linda Barnes
<i>Director of Religious Education</i>	Jane Clay
<i>Office Administrator</i>	Lisa Olech
<i>Childcare</i>	Wendy Rowbotham
<i>Director of Music</i>	Sarah Dan Jones
<i>Pianist</i>	Libby Danahy
<i>Musical Assistant</i>	Emily Jaworski

Governing Board

<i>President</i>	Deedie Kriebel
<i>Vice President</i>	Mary Crowell
<i>Secretary</i>	Olivia Saunders
<i>Treasurer</i>	Bob Clay
<i>Trustee</i>	2018 Jessica Fleming
<i>Trustee</i>	2019 John Marunowski
<i>Trustee</i>	2020 Judy Hall

Nominating Committee

2018	Katherine Hillier
2019	Eric Hoffman
2020	Susan Jacobs

Endowment Committee

2018	Bob Clay, Chair
2018	Amy MacDonald
2019	Donald Crowell
2020	Betty Ann Trought

Committee on Ministry

Margaret Salt
Babe DeRaymond
Joe McKellar

2018 Committee Chairs

<i>Activities</i>	Mitch Manseau
<i>Budget & Finance</i>	Bob Clay
<i>Pastoral Care Team</i>	Brian Haskins
<i>Membership</i>	Connie Maatta, Katharina Kelsey
<i>Newsletter</i>	Barbara Avery
<i>Personnel</i>	Chuck Kriebel
<i>Property Maintenance</i>	Brian Haskins
<i>Religious Education</i>	Nancy Dowey
<i>Smooth Sundays</i>	Joe Kelaghan
<i>Stewardship</i>	Mary Hazelton, Nancy Chaddock
<i>Technology</i>	Katharina Kelsey
<i>Worship Associates</i>	Paul Tierney

Members as of May 1, 2018

Jane Anderson
Jay Apicelli
Barbara Avery
Elizabeth Becker
Mark Becker
Marcia Blaine
Quentin Blaine
Regina Burt
Adrina Cassel
Nancy Chaddock
Michelle Chamberlain
Jane Chandler
Jeff Claus
Lora Claus
Jane Clay
Robert Clay
Matt Crawford
Will Crawford
Donald Crowell
Dorothy Crowell
Mary Crowell
Thad DeFauw
Raymond DeRaymond
Janet Doner
Bill Dowey
Nancy Dowey
Rodger Ellsworth
Janet Englund
Gisela Estes
Paul Estes
Allison Estes-Browne
Jessica Fleming
Meredith Flynn
Stephen Flynn
Mimi Ford
Hanna Frederick
Howard Frederick
Bob Gannett
Suzan Gannett
Jennifer Gentry
Sally Gove
Doug Grant
Arusa Gunasekaran
Jay Vyasrajan Arasu
Catherine Hahn
Tom Hahn
Judi Hall
Stephanie Halter
Brian Haskins

Linda Haskins
Mary Hazelton
Paul Hazelton
Joel Heathcote
Bree Heward
Katherine Hillier
Darcy Hoffman
Eric Hoffman
Jim Hostetler
Susan Jacobs
Christina Jansen
Ron Jansen
Barbara Jenkinson
Amy Kamarainen
Joe Kelaghan
Frederick Kelsey
Katharina Kelsey
Chuck Kriebel
Deedie Kriebel
Jennifer Legier
Kat Legier
Coke Levin
Selma Levin
Bob Lindstrom
Leslie Livingstone
Ed Loranger
Connie Maatta
Jon Maatta
Amy MacDonald
Mitch Manseau
Jessica Marunowski
John Marunowski
Peter Mather
Joe McKellar
Sam Miller
Virginia Miller
Sandy Mucci
Darlene Nadeau
Eva Nagorka
Betty Nicholson
Rebecca Noel
Anne Packard
Diana Pamplin
Jim Pamplin
Charlotte Park
Henry Parker
Pauline Parker
Edie Patridge
Paul Phillips

Jeanne Pomeroy
Nico Preston
Louise Randall
Mike Randall
Phyllis Rockwell
Scott Rowbotham
Wendy Rowbotham
Margaret Salt
Olivia Saunders
Barrie Sawyer
Susan Scrimshaw
Sharon Seabrook
Forrest Seavey
Danni Simon
George Smith
Barbara Spike
Cindy Spring
Amy Sullivan
Elizabeth Terp
Mary Ann Terry
Stuart Terry
Lauren Therriault
Joan Thomas
Mary Tierney
Paul Tierney
Betty Ann Trought
Bill Trought
Betsy Twombly
Arthur Vaeni
Ann Verow
Bev Walker
Gary Walker
Karen Weldon
Quinn Weldon
Ruby Weldon
Stewart Weldon
Charlie White
Anne Whiting
Tim Whiting
Anna Wilken
Paula Woodward

Thank you!

Many thanks for the commitment and hard work of the many members and friends who kept us running smoothly all year. Their care and passion for our community is clearly evident. Thanks to Lisa Olech for keeping us organized and for her expert editing of this report. We are also greatly appreciative of our leaders who, with such gentle care and skill, helped us all, adults and children, along our spiritual journey. How grateful we are to Rev. Dr. Linda Barnes, Music Director Sarah Dan Jones, and Religious Education Director Jane Clay.