

Unitarian Universalist Church of Concord

Annual Report

2014-15



Connecting in Love and Service

Growing Spiritually

Transforming Ourselves and the World

The Annual Report is dedicated to some
special volunteers honored in 2014:

Unsung Heroes of the Year:

Christy Dolat Bartlett and Peter Bartlett

Volunteer of the Year:

Fran Philippe

Lifetime Volunteer Award:

Betty Eberhart

Youth Volunteer Award:

Emma Chatterton

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Warrant for Annual Meeting

Sunday, May 17, 2015

To all members of the Unitarian Universalist Church of Concord:

You are hereby notified that the Annual Meeting of the Church will be held on Sunday, May 17, 2015 in Fellowship Hall immediately following the regular church services to consider and act upon the following articles:

ARTICLE 1 To elect a Clerk Pro-Tempore to record minutes of this meeting.

ARTICLE 2 To receive and accept the minutes of the 2014 Annual Meeting.

ARTICLE 3 To receive and accept the Slate of Officers.

ARTICLE 4 To amend Article XI, Section 2 (1) of the Bylaws of the Church. The current wording is: “Up to four percent (4%) of the average of the last 13 quarterly totals of Undedicated Funds may be allocated annually to the Church’s operating budget.” Those words would be replaced with: “Except as otherwise provided in these Bylaws, up to four percent (4%) of the average of the Undedicated Funds balance may be allocated annually to the Church’s operating budget. The average shall be defined as the sum of 13 of the calendar quarter-end reports (March, June, September, and December), including and ending with the Dec. 31 report for the previous calendar year. This sum shall be divided by 13, with no more than 4% of that result allocated to the following fiscal year’s annual operating budget.”

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

ARTICLE 5 To authorize the withdrawal of up to \$17,200 from the endowment to pay for removal of trees on church land that are a danger to life and property.

(A 2/3 majority vote of approval by the members of the Church present and voting would be necessary to pass Article 5.)

ARTICLE 6 To adopt a budget for the 2015-16 church year.

ARTICLE 7 To receive and accept the reports of the Minister, Board of Trustees, staff, committees and church-affiliated groups.

ARTICLE 8 To act upon such additional business as may appropriately be brought before the meeting.

Craig Whitson, Chair, Board of Trustees

Interested people are welcome to come to the meeting and may speak when properly recognized by the moderator, but may not vote unless their name is included on the list of members posted in the church 15 days in advance of the meeting, pursuant to Article IV, Section 4 of the church’s Bylaws.

Report of the Nominating Committee

This year's Nominating Committee consists of Lorraine Ellis, Linda Hatchett and Linda Rogers, with assistance from Karen Ryan. The committee is responsible for recommending a slate of officers to be voted on at the annual meeting and filling any mid year vacancies.

The following is the slate of Candidates to be elected at the 2015 Annual Meeting:

- Board of Trustees - three year term expiring in 2018 (2): TBA
- Moderator – one year term: Anne Zinkin (re-elect)
- Clerk – one year term: Sara McNeil (re-elect)
- Treasurer – one year term: John Warner (re-elect)
- Assistant Treasurers (2) – one year term: Fran Philippe, Karen Mayo (re-elect)
- Custodian of Trust Funds – one year term: Jack Wakelin (re-elect)
- Trust Fund Committee – four year term expiring in 2019: Rob Fleischman (re-elect)

2015-16 Proposed Budget

The proposed budget was not ready as of publication date, but will be available as a hand-out prior to and at Annual Meeting.

Minutes of the Annual Meeting, May 18, 2014

Moderator Anne Zinkin called the meeting to order at 12:10 pm with over fifty members in attendance. Anne stated that the number of members in attendance exceeded the minimum necessary for a quorum.

Prior to the formal agenda, Betsy Peabody, Erin Waters and Rev. Michael Leuchtenberger spoke in favor of creating a new staff position to be called, Youth Advisor. As a teen, Erin said there's a strong need for this type of position as she felt there was not much offered to people her age once they have completed the "Coming of Age" classes. Pledge cards were distributed as additional money was needed to fund this position. Shortly thereafter, Betsy Peabody announced that the church has received sufficient funds to fund this position.

The following articles were proposed and voted on by the members of the Unitarian Universalist Church of Concord:

ARTICLE 1. To receive and accept the minutes of the 2013 Annual Meeting.

Bob Williams requested that the word "principle" be changed to "principal" to reflect the correct spelling for the meaning of the sentence. Cathie Creed then moved to accept the minutes. Dick DeSeve seconded. The motion carried.

ARTICLE 1-A. To receive and elect the slate of officers.

Trustee Chair, Lorraine Ellis, stated that an Article to elect officers was inadvertently omitted from the Warrant. She presented the slate of officers as follows:

Moderator for one year term: Anne Zinkin (re-elect)

Clerk for one year term: Sara McNeil (re-elect)

Treasurer for one year term: John Warner

Assistant Treasurers (2) for one year terms: Fran Philippe, Karen Mayo (re-elect)

Custodian of Trust Funds for one year term: Jack Wakelin (re-elect)

Church Trustees for three year term to expire in 2017 (2): CJ Landsman, Jim Shepard

Church Trustee for one year term to expire in 2015: Betsy Peabody

Trust Fund Committee for four year term expiring in 2018: John Warner

Article 1-A was voted on and passed unanimously.

ARTICLE 2. To amend the Bylaws of the Church, in accordance with the proposed amendments available at www.concorduu.org/pdf/draftbylaws.php, available at the Church office and provided at the Annual Meeting. (A 2/3 majority vote of approval by the members of the Church present and voting would be necessary to pass Article 2.)

Lorraine Ellis addressed the bylaw changes which focus on adopting policy-based governance for our church. She offered her perspective of policy-based governance in the context of providing our church with a structure that is strongly, consistently, and wholeheartedly mission-focused. The policies on which governance is based, provide two boundaries. One boundary is all of the things that the church, led by the minister and staff, is expected to accomplish. These expectations are based on the mission and vision that have been created by the congregation. The other boundary is all of the things that the minister, staff, and volunteers are not allowed to do while accomplishing the mission. These limitations keep the church's assets, staff, members and visitors safe. Vice-Chair, Craig Whitson, then presented a synopsis of this change in governance which has also been successfully adopted by a number of UU churches. He stated that these

bylaws changes address the roles of the Board of Trustees, the Board Chair, the Minister and committee structure. With their adoption, these bylaws changes will be more consistent with the new policies which the board has developed in alignment with the mission and vision that was created by the congregation in 2013. This will allow the board and the church to operate with more flexibility and clarity in the coming fiscal year. While acknowledging that there remains significant organizational and policy development work to be done, Craig indicated that the Board believes there is adequate policy coverage available now to support the bylaws changes proposed.

John Warner moved to approve the article. Gary Schroeder seconded. Discussion ensued. Cathie Creed expressed concerns about asking too much of the minister. Lorraine responded that ministers attending to churches our size are taught managerial skills during their ministerial schooling. Jack Wakelin noted that both worship and RE attendance have decreased this past year and yet, the budget has increased. Jack is also concerned that the bylaws do not mention a Finance or Stewardship Committee. Lorraine responded by saying that we are not eliminating any committees but rather not listing them in the bylaws which will allow for more flexibility. Rev. Michael and Craig both noted that there has been a big shift “in how church is done.” Sunday attendance and financial pledges are important but “church” continues throughout the week in a variety of ways. Several members spoke in favor of adopting policy-based governance as we will be following what has already been implemented and working well in other UU churches. There being no further discussion, the question was called. Article 2 was voted on and passed with all except one member in favor.

ARTICLE 3. To adopt a budget for the 2014-15 church year.

Nancy Morse moved to approve the article. Dick DeSeve seconded. Administrator, Lea Smith, presented the proposed budget with an emphasis on changes with staff positions and hours. The budget has been reduced by approximately \$12,000. This is partially as a result of the resignation of Assistant Administrator, Eve Scarcello. This position will now be filled by volunteers, plus Lea will work five more hours each week. The DRE's hours have been reduced from 27 to 24 hours per week. The addition of a Youth Advisor position was factored in for a total of \$3,555 with that amount being covered by pledges received recently and also at today's meeting. Discussion followed. Don Brueggemann voiced concern that the DRE's hours have been decreased at the same time that we are adding the Youth Advisor's position. Don added that he's also very concerned that he just recently heard about the reduction in DRE hours. Lorraine stated that decreasing the DRE's hours was not related to adding the position of Youth Advisor. The reduction in DRE hours is recommended whether or not we hire the Youth Advisor, as we have always had a higher number of DRE hours for the number of children involved in the RE program compared to what is recommended by the professional association for DREs, LREDA. Lorraine agreed that “we need to work on improving communication”. Cathie Creed called the question. John Warner seconded. Article 3 was voted on and passed with all except one member in favor.

ARTICLE 4. To receive and accept the reports of the Minister, Prudential Committee, staff, committees and church-affiliated groups. Moved by Nancy Morse and seconded by Clare Howard-Pike. Article 4 passed.

ARTICLE 5. To act upon such additional business as may appropriately be brought before the meeting. There being no additional business, John Warner moved to adjourn. This was seconded by Nancy Morse. There was no further discussion. Article 5 passed.

The meeting adjourned at 1:50 pm.

Respectfully submitted,

Sara McNeil, Clerk

Report of the Minister



“Taking our time,” is what comes to mind most strongly as I reflect on our ministry and governance during this past year. We have taken our time - given ourselves time - in most areas of church life. And it feels right to my sense of pacing as we complete the fifth year of my ministry in Concord.

“Will you take a breath with me,” has become an important invitation that I like to remember as we do our work together. Taking that communal breath allows us to remember why we are here, in this moment, in this room, with this small (or large) group, on this sunny (or cloudy) day, with all that we are and long to be.

We have taken our time to explore a theme for an entire month of worship, religious education and in many of our covenant groups. Taking that time has allowed us to go deeper, to reiterate lessons and stories, to sit with questions for an extended period of time, and to hold ourselves accountable as we revisit our commitments for weeks in a row. Focusing on a theme per month has transformed the way we plan worship as a team and the way we can involve our worship associates in contributing stories and ideas.

We have taken our time creating a process that will help us REvision the way we do lifespan faith exploration. Thanks to Angela Shepard’s capable leadership, we are now in the middle of an 18 month process that tries to get at these basic questions: “What is the learning and faith exploration you long for so you can align your values and spiritual priorities with how you lead your life? What role can our church play in supporting you on that journey? And when, WHEN, can that best happen given your schedule?”

We are able take our time because Rev. Emily Burr was able to stay on for a second year as our Interim Director of Religious Education. Thank you Emily.

We have taken our time - good time - developing our governance structure and policies. After three years of careful and intentional deliberation, guided by an outside consultant, and mindful of the congregational trust required, our Board of Trustees officially switched to policy-based governance last June. Under the dedicated and inspiring leadership of Craig Whitson, as board chair, and Clare Howard-Pike, as vice chair, the board has done a tremendous job developing policies that allow for creativity and ownership, yet set clear limitations for those of us leading on the ministry/operations side.

I have been consistently impressed by the way the board has modeled group collaboration and listening to diverse opinions. They have modeled hearing each other and speaking with clarity and compassion. And they have shown this can all be done while having fun with each other. Thank you Craig, Clare, Andy, Betsy, Jim, CJ, and John.

We continue to explore what role we want to play in the work on homelessness. Our deliberate pace in working with the homeless guests in our back woods allowed the situation to resolve without confrontation. We spent months wrestling with our commitment to Family Promise, an interfaith effort to provide temporary shelter for homeless families in our own building. We continue to be an important partner for the Concord Coalition to End Homelessness, the Concord Homeless Resource Center and the various efforts under way to implement the Concord Plan to End Homelessness.

We have taken our time considering, and ultimately rejecting, an unsolicited offer by our neighbors, Concord Orthopedics, to purchase a good portion of our land. We then took our time to work with Concord Orthopedics to develop a plan that would accommodate our church’s interest in a sustained revenue source as well as our neighbor’s interest in additional parking.

We have taken our time filling volunteer positions with people passionate about their ministry, leaving a number of positions unfilled. This situation has caused stress for volunteers and paid staff alike. For example, we continue to struggle with how best to follow up with visitors and new members in the absence of a membership committee or paid staff designated to work on membership.

We have taken our time fundraising the money required to help send our youth on their learning-service trip to Nicaragua this February. We have been deliberate about rebuilding our Youth Group by adding a paid youth advisor to our staff. And we have taken our time to connect with each other in multi-generational Village Families that bring together kids, adults and elders.

Step by step, we have been writing down job descriptions and group charters to bring clarity to the roles we each play in support of our mission and the goals ('ends') set by the board on behalf of our 'moral owners.'

We also took time, literally, to sit and be silent at our weekend-long contemplative retreat in March. The retreat of thirty congregants and community members seemed like a fitting reflection of a growing interest in contemplative practices within our congregation, practices that remind us to pay attention to our breath and to make intentional time as we awaken our souls.

Much of what has taken up our time this year is reported elsewhere in this Annual Report. Here are just a few more things that may not be highlighted on other pages:

In April I was elected president of the Northern New England Chapter of the Unitarian Universalist Minister's Association. A year earlier I was elected to serve on the Northern New England District Nominating Committee, and this spring I was appointed by the NH Governor to serve on the NH Suicide Prevention Council.

I continue my work as a board member of the Concord Coalition to End Homelessness, act as the official mentor to a colleague in Preliminary Fellowship, and received Final Fellowship with the UUA at General Assembly last June. I was invited to deliver the sermon at the ordination of a colleague in Chicago in November, and played the role of substitute chaplain to the NH House of Representatives offering the invocation at the State House on a number of occasions.

It has been a great joy to collaborate with South Congregational Church on efforts to Build Beloved Community. Our pulpit and choir director exchanges were well received, as were the follow-up events to connect our communities and engage each other in listening to narratives other than our own.

For the second year in a row, we hosted the Northern New England District Assembly, and we got to welcome the Rev. Bevan Tulk as our Affiliated Community Minister.

So once again, it remains to conclude with the obvious: Thank you Lea, Emily B, Emily J, Calvin, Kathie, Cheryl and Kassie. Thank you for making it all possible. Thank you for making it rewarding. And thank you for reminding me again and again why we do this work and why we need to do it together.

With love, a smile, and great gratitude,
Your minister, Rev. Michael Leuchtenberger

Report of the Board of Trustees

Craig Whitson, Board Chair

Your Board of Trustees experienced our first full year of operation under the new policy governance system. It's been an especially challenging year since we've needed to both operate within and to further develop our policy and process infrastructure. It's like putting a ship to sail while doing quite a bit of construction on board at the same time!

Our primary tasks have been to build out our policy framework while experimenting with how to effectively connect with our moral owners (that is, Church members and others in whose best interest we do our work) and developing our monitoring and reporting approach. Here's what we accomplished:

Policy Development

Executive limitations policies (which spell out that which the Executive shall avoid) were completed to the 3rd level. This enabled us to move forward with monitoring reporting which capture the Minister's interpretation of our Ends in light of with these vital limitation policies. Particular care was taken in establishing the policies relating to financial control and budgeting.

Monitoring Reporting

The Board established a rhythm of receiving reports from Michael at each Board meeting that captured our progress in ministry and organization development under Michael's leadership. Thus the Board-Executive relationship has been strong, dynamic, and flexible. Beginning at the annual retreat, Michael and the Board aligned on the programs and priorities in support of our Mission and Ends Policies (a reframing of our 2012 visioning process). The Board and Michael have become more grounded in our respective roles - with Michael taking the lead on programs and ministries while the Board focus is on policy making, monitoring and linkage. With this grounding, decision making becomes more straightforward and we are beginning to realize the greater velocity toward Mission that is a key premise of policy-based governance.

Linkage (connecting with ownership)

In addition to the regular communications via Parish Notes and topical town hall meetings, the Board experimented with a "pulse taking exercise". Each Board member had a short list of congregants, randomly selected, with whom we had a conversation exploring their experience of our current situation with a focus on mission and governance. The feedback we received provided valuable insights which helped the Board to better align with the values and concerns of Church members.

Next steps

Looking forward, there remains much to do until we can consider ourselves mature in this way of governing. We need to:

- Formalize the Trust Funds Committee's reporting relationship which we view as appropriately a Board committee.
- Clarify the Treasurer's role and whether that remains a voting Board member position. (The current working view is that it does).
- Develop written governance processes including a schedule for monitoring policies on an appropriate interval and to ensure document control of all policies and procedures.
- Establish ongoing governance training for both for the Board and for the Minister as monitoring reporting ramps to an appropriate level.
- Prepare to revisit our mission, vision, and ends in the next 1-2 years

Policy-based Governance is very much a journey - ever improving practices toward the realization of Mission. And with policy-based governance we have the advantage of a flexible and dynamic fundamental framework that underpins our way forward.

Thanks and Dessert

Many thanks to our Church membership (our most important moral owners) for taking this journey with us. Change creates challenges and your willingness to openly express how you are experiencing our new system (both positive and negative) helps the Board to better navigate this journey toward mission. To that end, immediately after the annual meeting on May 17th we'd like to invite you to join us for a conversation about our governance system. Not only will you have a chance to learn more about our governance journey but you'll also be served a delicious dessert. Hope you can join us for this "sweet experience!"

Lifespan Faith Exploration Reports

Director of Religious Education

Rev. Emily Burr

We have had a good year for our Sunday morning RE classes. I have enjoyed returning to my “home” congregation as the Interim Director of Religious Education during the time the church is discerning what lifespan religious education might look like at the Concord UU Church in the years ahead.

The Lifespan REVisioning Task Force was developed this year to assist the congregation in revisioning their ideal faith exploration experience. The team consisting of Michael, Emily Burr, Angela Shepard, Jeff Fetter, Bob Gabrielli, Kassie Martin, and Carin Plante began meeting in January. This first year we’ve begun to actively engage and support participation from congregants of all ages. We have sent out a brief online survey to everyone in our church directory, all those involved in our youth group activities, and every visitor email we were able to locate. Using the information from the surveys collected we will assist the congregation in designing our future religious education program through focus groups and larger gatherings. We will lay the groundwork for the search committee that will seek out our new DRE in the coming year.

During the 2014-15 church year, we have had 51 children and 18 youth registered. Average attendance has held steady at just over 22 in PreK – 8th grade and 2 ½ in the nursery

We had four classes this year. Below are the groupings, curricula and their amazing teachers:

PreK – K:	Lorna Landry & John Hatchett
Gr 1, 2 & 3	Margie Wright-Golec & Janet Kibbee
Gr 4, 5 & 6	Emily Rueggeberg with a helper each week

These three classes followed the ministry theme of the month.

Gr 7 & 8	Sep. – Dec.: Neighboring Faiths - Doug Kilmister, Betsy Peabody & Jeff Fetter
	Jan. – Jun. OWL – Erin Stewart & Jason Mahon

This year we reinstated a Chapel time for the children. On the first Sunday of every other month, they meet for Chapel instead of being in the sanctuary for the beginning of the service. Next year the older classes will design the chapel worship service with me.

At the Children’s Annual Meeting this fall, outFITters was chosen as the RE Social Justice project for this year. The children made some posters for them in the fall and had a donations drive in March. We collected 23 bags of clothing, 5 boxes of books and household items, and \$5.00. The children traveled down the road to Twitchell House in the fall where they decorated cookies and made fall colored paper chains with the residents. This winter they made “caring cards” for members of the congregation as they learned about compassion. In the spring we planted marigolds – some to take home to patiently watch and some to beautify our campus when the weather get warm.

Our deepest gratitude goes to the RE Committee members, wonderful teachers, and all the parents and congregants who helped in classrooms and with our Activity Sundays this year.

Contemplative Practices Group

Margaret Fletcher

The Contemplative Practices Group is a newly organized gathering that seeks to bring together those who offer and who seek contemplative depth in spiritual life. This year, we put together a series of meditation offerings, to add to a rich list that has been available at the church for many years. A day-long mindfulness meditation retreat in the tradition of Thich Nhat Hanh was offered by Shanti Douglas in the fall. Margaret Fletcher and Martha Mae Emerson led an 8-week mindfulness meditation seminar as well, which included a beginning teacher training for a few longer-term meditation practitioners. Margaret and Jeanne Ann Whittington worked with Rev. Michael Leuchtenberger to offer a weekend meditation retreat in late March. Most recently, Emily Jaworski and Judi Abbe have stepped in to continue offering mindful yoga at the church. The group looks forward to reflecting on the experiences of this past year, and seeing what can be brought forth in the coming years to strengthen this foundation for contemplative experience. We also hope to more formally and effectively connect with other existing contemplative practice groups that are alive and well in the church.

Family Ministry Committee

Erin Stewart, Chair

This has been a year of transition for Family Ministry. This year, founding member Bob Gabrielli retired from the committee after many, many years of dedicated service.

Family Ministry continues to sponsor the Family Covenant Group which meets monthly at the church, and to give support to the Parents of Teens Covenant Group that was started last year.

Events in the last year included a dinner for young families new to the church, a dinner for the Parents of Teens Covenant Group, and Family Covenant Group.

We look forward to continuing our welcome to families new to the church and supporting member families. If you are interested in helping us support young families within our church please contact Erin or Laura.

The committee includes Erin Stewart, Laura Messenger, Jessie Webb, and Carin Plante.

Music & Worship Reports

Music Committee

Vicki Wakelin, Chair

The Music Committee is finishing up the church year by working on the combined Variety Show and Gilbert & Sullivan's "Trial by Jury". We saw this combination as an opportunity to provide a diverse evening of fun!

At the end of the church year we'll review the various music events that have taken place in the church and work toward creating a calendar that minimizes conflict with major events in the wider community.

The committee will continue to sponsor the Village Harmony Concert in the summer of 2015 as it has in the last several summers.

Members of the Music Committee are: David Brown UU minister (ret.), Craig Whitson, Gary Schroeder, Peter Bartlett, Nancy Morse, Vicki Wakelin (chair) and Ad Hoc members, Elaine Pinkham, Edith and Steven Daigle.

Dances of Universal Peace

Sarah-Elizabeth Whitcomb, Dance Leader

DUP@CUU are scheduled for the third Sunday of each month from 7:00 - 8:30 PM. The circle is attracting people from across the New Hampshire and Maine, who love the practice of the Dances of Universal Peace. This winter, due to snow, we canceled the January and February dances, which has decreased attendance in March.

Our circle is deepening into the experience of the dances. Each month we introduce one or two new dance practices and repeat our favorites. The community of dancers is maturing in our connection with one another. We are grateful to have use of the Chapel once a month to deepen our experience of this beautiful practice together.

Leaders and Musicians of DUP@CUU include:!

Sarah-Elizabeth Whitcomb, Mentored Dance Leader and member of UU Concord

Jenaabi Finlay, Certified Dance Leader of Maynard, MA

Kartherine Rhoda, guitar of Hiram, ME

DeLuna, harp/flute/drums of Hooksett, NH

Information about the Dances of Universal Peace can be found at www.dancesofuniversalpeace.org.

Fellowship, Outreach & Miscellaneous Programs Reports

Outreach Coordinator

Cheryl Bourassa

During the fall of 2014, the Volunteer and Outreach Coordinator's position changed, and is now focused only on outreach activities. This position is funded at eight hours per week. My hours have been focused in several areas:

- Overseeing events that are short term in nature, such as our Thanksgiving Baskets, Valentine's Day and Mother's Day at Jennings Drive Community Center and Downtown Market Days volunteers for outFITters.
- Working with Community Service Committee to select Community Plate recipients.
- Coordinating a service-learning trip to Nicaragua for six adults and nineteen children/youth, with Com-pas de Nicaragua
- Coordinating events and opportunities for our three mission related outreach steering groups: UU Friends of Refugees, Homelessness Outreach, and Environmental Issues.

Homeless Outreach Committee

David Canfield and Fran Philippe, Co-chairs

Our recently renamed Homeless Outreach Committee continues to monitor and promote participation by church members in activities to aid homeless people and to assist in the implementation of Concord's Plan to End Homelessness. This past year, dozens of UUs involved themselves in a wide array of such efforts. We expect these involvements to continue and grow.

	UU Participants
• Concord Coalition to End Homelessness (CCEH) Board and committees	3
• Friendly Kitchen - monthly on first Wednesday	12
• OutFITters store supporting Families in Transition (FIT) - monthly on third Tuesday	10
• Homeless Resource Center volunteers – weekly shifts	2
• Cold weather shelter volunteers – periodic overnight shifts	4
• Emergency assistance to 10 homeless individuals after shelter closings	6
• Assisting hillside guests - helped guest dismantle cabin for storage and clear area	8
• Christmas caroling for homeless men and women and families - 4 sites	25
• CCEH 'Walk in Their Shoes'- UUs raised nearly half of the walkers and proceeds	20
• CCEH 'SouperFest' fundraiser – UU volunteers and numerous donating guests	20
• Families in Transition (FIT) 'Wicked FIT' 5K - donated \$350 via Community Plate	15
• Crisis Center of Central NH 'Walk a Mile in Her Shoes'- UUs raised the most money	15
• Salvation Army McKenna House volunteer	1
• Community Plate Donations	100

Homeless Outreach *(continued)*

Looking Toward the Future: Two Areas of Focus

1. Supporting Concord's Plan to End Homelessness (to house homeless single adults):

Concord's Plan to End Homelessness is centered on providing "housing first" to chronically homeless individuals in Concord. The "housing first" concept is based on decades of evidence from throughout the country that the most effective way to end homelessness is to get homeless people securely housed as a first step, and then to provide the support and encouragement they need to be rehabilitated and income-producing. UU Church members are working with the Concord Coalition to End Homelessness (CCEH) to help implement Concord's Plan in various ways. Tom Fredenburg left the CCEH Board this year to focus his efforts on development of a building on North Main Street that will provide apartments for homeless and low-income men and women and an expanded Homeless Resource Center operated by CCEH. Michael Leuchtenberger has joined the CCEH Board that oversees the Plan's execution. David Canfield led CCEH's committee that staged "SouperFest," its largest-ever fundraiser that generated nearly \$30,000 to underwrite the Plan. Many other UUs have served as ongoing or occasional Coalition volunteers. We anticipate increased UU involvement with the Coalition and Plan in the coming year.

2. Family Promise (to house homeless families):

The one local organization that houses homeless families, The Friends Program, cannot come close to meeting the housing needs of Concord's temporarily homeless families, who generally are single mothers with one, two, or three children. Recognizing this critical need, our church agreed several years ago to be a participating congregation for "Family Promise." This is a national model in which thirteen local faith communities host up to five families for one week on a rotational basis, four times a year. Responsibilities are to shelter them at church, provide breakfast and dinner, and visit with them in the evenings. After years of planning and recruiting a full slate of 13 congregations, Family Promise of Greater Concord expects to begin operating this coming summer. During and after a recent congregational forum, more than forty UUs confirmed their interest in being Family Promise volunteers. With this demonstration of interest, our church has reconfirmed its commitment to Family Promise. We expect to begin welcoming groups of homeless parents and children into our church for one-week visits beginning in the summer or fall of this year.

The committee includes: David Canfield and Fran Philippe, Co-Chairs, Christy and Peter Bartlett, Cheryl Bourassa, Bill Faulkner, Tom Fredenburg, Loren Hill, Barbara Keshen, Lisa LaPierre, Kirk McDaniel, Nancy Morse, Angela Shepard, Jessie Webb, Linda Williams.

Environmental Issues Group

Cheryl Bourassa, Outreach Coordinator

The Environmental Steering Committee helped to organize a trip to NYC for the Global March on Climate Change in October. More than 20 congregants participated. They have also worked hard to engage our congregants in an ongoing conversation about sustainability. Most of our work has been focused on keeping members aware of pending legislation that affects the environment.

UU Friends of Refugees

Cheryl Bourassa, Outreach Coordinator

The purpose of the UU Friends of Refugees is to oversee outreach activities between our church and the new American community. Highlights of our work this year include:

- Providing strong leadership for the Concord Multicultural Festival - Members of our church helped write grants, organize the immigrant community food vendors and coordinated the cultural performers. During the Festival, many church members pitched in to offer rides to the food vendors, and to fill many volunteer tasks throughout the day.
- Creating culturally appropriate Thanksgiving baskets of food – turkey is not a popular food choice for many newcomers. Instead, their baskets were filled with vegetables, dried peas, lentils and for some, goat meat.
- Helped with any oversight and advice needed by the Circle of Friends – each of these circles includes several UU families and a newly arrived refugee family. We are in the process of forming at least one new circle, most likely when Syrian refugees begin resettling in our community.
- Work with the Community Service Committee to recommend Community Plates that directly benefit new Americans, including Second Start's Adult Tutorial Program and the New American Africans.
- Offered financial support for refugee families in particularly difficult circumstances.

Community Service Committee

Deborah Bruss (chair), Angela Shepard, Koy Graeff, and Kirk McDaniel

The CSC welcomes new members at any time during the year. Also, you can visit one of our monthly meetings, which are usually held at 9:30 AM on the last Sunday of each month.

Our congregation continues to give generously each Sunday as the community plate is passed down the rows. From August through March, our plate has raised \$15,943, about \$300 more than during the same time last year. Had winter snow not cancelled three church services, we'd have taken in about \$1000 more than last year. Our largest collection was on Christmas Sunday: \$1,618 for our church's general fund. The next largest collection, \$1003, was taken during our two Christmas Eve services for the Minister's Discretionary Fund - a great testament to our congregation's support for Michael's work. The congregation's support through the community plate also helped to make sure that any youth, no matter their financial means, could travel to Nicaragua.

The CSC does its best to balance the requests, which include those from Michael, the staff, church members, religious education and other committees. Many of these requests are directly tied to our church's vision (goal) to create partnerships in support of refugees and the homeless.

Please send us your suggestions for future community plates. The blue forms can be found outside the office.

8/3/2014 Sycamore Gardens	172.91
8/10/14 Families in Transition	183.00
8/17/14 Second Start Adult Learner	161.00
8/24/14 Nicaragua trip	167.25
8/31/14 CROP Hunger Walk	184.00
09/07/14 Ministers Discretionary Fund	412.56
9/14/14 Crisis Center of Central NH	532.78
9/21/14 Doctors without Borders	324.35
9/28/14 CROP Walk	596.00
10/5/14 New American Africans	397.00
10/12/14 Families in Transition	349.00
10/19/14 Love Your Neighbor	366.00
10/26/2014 Amnesty International	500.00
11/2/14 Nicaragua youth	846.00
11/9/14 Ascentria Care	434.00
11/16/14 Bhutanese Youth	333.00
11/23/14 Thanksgiving boxes	686.20
11/30/14 Star Island Corp	358.00
12/7/14 UUFOR Christmas party	458.50
12/14/14 NAMI NH	617.00
12/21/14 general fund	1,618.14
12/28/14 Live and Let Live	370.00
12/24/2014 Ministers Discretionary	1,003.35
1/11/15 Nicaragua trip	579.75
1/18/15 Families in Transition	475.50
1/25/15 Mayhew Project	296.67
2/1/2015 Friendly Kitchen	535.55
2/22/15 Riverbend	403.00
3/1/15 Peace and Unity Bridge	412.85
3/8/15 Pace e Bene	362.00
3/15/15 CCEH Souperfest	661.25
3/22/15 New American Africans	732.60
3/29/15 Contemplative Practices Group	443.00

Downing Trust Grants for 2015

John Warner, Treasurer

The Downing Trust Committee for 2015 consisted of Lorraine Ellis, past chair of the Board of Trustees, Craig Whitson, current chair of the Board, Ruth Axelrod, member-at-large from the congregation, and John Warner, Treasurer.

Applications were distributed to all members for review and comment, and to determine the recommendations for grants in 2015.

There were four applications submitted for a total of \$12,600. This year the trust had \$13,841.59 available for distribution. All applications met the qualifications set forth in the Downing Will.

The Board of Trustees accepted the recommendations of the Downing Trust Committee at their regular meeting on April 8, 2015.

The grants requested, and the amounts awarded, are summarized in the table below.

Requestor	Purpose	Amount Requested	Amount Awarded
UU Society of Laconia	Support for advertising campaign in local community	\$1000	\$1000
UU Church of Nashua, White Wing School	Support for preschool and kindergarten programs	\$5000	\$5000
Nottingham Community UU Church	Renovation and improvement of front entry	\$3000	\$4241.59*
Rev. Carol Strecker	Minister-at-Large, promote and conduct "Spiritual Art of Aging" workshops	\$3600	\$3600
Total Request and Grants		\$12,600	\$13,841.59*

* The Downing Trust Management Committee is required to distribute all income from the Trust. Nottingham was chosen to receive the extra funds.

Hospitality Team

Lea Smith, Congregational Administrator

In the fall we found ourselves without a coordinator for Social Hour, due the change in the Volunteer Coordinator position. David Canfield and Bobbie Herron came to the rescue by recruiting many people to serve on a Hospitality Team, which means they agreed to help host Social Hour on a rotating basis twice per year. Bobbie purchases simple snacks so that the hosts don't necessarily have to cook or bring anything. At first these were paid for by a donation bucket, but are now being paid for by a generous donation. This has been a successful program and many thanks are due to David and Bobbie!

Clerk's Report

Sara McNeil

The church membership stood at 281 as of March 31, 2014 and has changed to 278 as of March 31, 2015.

Thirteen new members joined the church: Laura & Jeff McGlashan, Ruth Axelrod, David Canfield, Damian Hines, Crystal Kennard, Charles Hillen, Phillip Hunt, Charles & Brenda Wilbert, Rebecca Stockbridge, Bevan Tulk, and Anne Boedecker. Welcome to these new members!

We sadly recount the deaths of these members: Paul Bower, Dot Soule, Dorothy Robinson

Six members moved away and were resigned: Jenna Labombard, Krista & Carrie Weikel-Delaplane, Craig Blouin & Beth Allen, Jennifer Smith

Seven members were resigned for other reasons: Mary Alley, Lyn Betz, Jenn Dotson, Marge Frost, Susan Leonard, Amy Wright, Robert Cole

Membership Committee

Peggy Herbert

There is no membership committee per se, just folks like Suzanne Rude and Peg Herbert who pick up pieces of what needs to be done. Two Exploring Membership classes were held this year and 13 new members joined the church. If anyone is interested in getting involved with this very important process of welcoming new people to our church, contact Michael.

Restorative Circles Team

Sarah-Elizabeth Whitcomb, Chair

This year has been a turning point for the Restorative Circle (RC) Team. We had taken a break for about 6 months as many of our trained leaders are on the Board, serving the community in other ways or furthering their education.

At UU Concord the weekend of January 9 - 11, 2015, Sarah-Elizabeth Whitcomb led the workshop "Creating a Listening Community: Restorative Circle Facilitator Training." John Warner was the registrar for the weekend. The Friday evening Introduction gathered more than 24 people, including a group of 10 people from the UU Nashua community. The weekend continued through Saturday and Sunday with 12 people attending. We have trained three more facilitators for our RC Team.

Following the workshop, the RC Team returned to gathering together once a month for practice. The meeting is open for trained RC practitioners to join us from UU Nashua and the wider community. We continue to offer space during our practice sessions for congregation members to consult with one of our facilitators about conflicts that are challenging their lives. These conflicts may be within the UU community, in a family, or at work.

We look forward to reaching out with this ministry beyond our walls to train other RC teams. On October 16-18, 2015, Sarah-Elizabeth will be leading a training at the UU Nashua. This will be open to our UU church community as well as the wider world.

Administration and Facilities Reports

Congregational Administrator

Lea Smith



As Congregational Administrator, I am responsible to provide administrative leadership for church operations, to coordinate efforts of staff and lay leaders in operational areas, to oversee congregational communications, and to help manage the daily finances of the church.

The church office has changed a lot since the resignation of our Administrative Assistant in March 2014. We have several office volunteers who cover some of those tasks. Bobbie Herron is responsible for most of the clerical prep for worship service, and for the church membership database. Cathie Creed helps with clerical tasks. Jack Wakelin and Fran Philippe serve as office helpers on Sundays.

These individuals are great examples of volunteers who pitch in to save the church money!

The monthly newsletter, Parish Notes, has evolved into a publication that is pleasant to read on screen and in print. As a cost-saving measure, effective in June 2015, we'll be postal mailing it only to those who can't pick up a copy at church and can't read it electronically. This is expected to save \$900 per year. The weekly eBulletin (produced by Lorraine Ellis and me alternately) and church Facebook page are increasingly used by congregants and visitors as the primary way they share and receive church info.

Things were fairly quiet in the areas of building maintenance and improvement - no major renovations this year. It's worth noting that the Facilities program is the largest program of the church in terms of dollars. Conversely, it may be one of the smallest programs in the area of volunteerism, though we don't track volunteer hours to know for sure. Our small but dedicated gang of facilities volunteers deserve big kudos.

The Building and Grounds Committee, capably led by Christy and Peter Bartlett, along with Loren Hill and Bob Williams, plugged away at many maintenance projects - lighting repair, painting, and more - to keep things running smoothly at lower costs than we would have to pay for professional repairs.

Our Building and Grounds Committee clarified that its responsibility is maintenance (as opposed to major renovations) so we are thinking about how to create a new committee that would be charged to oversee changes and improvements to the building's beauty and function.

The volunteerism I've seen this year warms my heart and makes my job rewarding. Thanks to you all!

Financial Reports

John Warner, Treasurer, and Lea Smith, Congregational Administrator

The pages that follow show the financial condition of the church for last year, FY 2013-14, and the current fiscal year 2014-15 through March 31, 2015.

We create a balance sheet (page 22) each year to report on the current status of operating and designated funds. TOTAL ASSETS primarily represents the balance in our checking account on a monthly basis. CURRENT LIABILITIES is the sum of residual unpaid bills and prepayments of various kinds. EQUITY adds up all of the small designated funds or temporary funds of all kinds other than the ENDOWMENT. RETAINED EARNINGS is the carryover (shortfall or surplus) from the prior year's operating budget. NET INCOME is the monthly measure of profit and loss for the operating budget.

For the last few years, the congregation has voted on and passed a budget by Program (Facilities, Ministerial, Administrative, etc.) However, expenses are tracked during the year by individual line items, and only converted to programs at the beginning of the year for budget passage, and at the end of the year for budget reporting.

For 2013-14, the Budget vs. Actual report (page 23) shows we finished the year generally on target for program expenses, with the exception of Facilities. The high expenditures in Facilities were mostly connected with very high heat and snowplow expenses. On the positive side, total expenses were lower due to the fact that our Administrative Assistant left and we eliminated this position.

Yet, in spite of approximately 4% in reductions on the Expense side, we were still short \$16,339. Pledge income was more than \$40,000 below budget, resulting in an extra withdrawal from the endowment of \$12,000.

In 2014-15, the Budget vs. Actual report (page 24-26) appears in the line item format since the year has not yet ended. The church year (Aug 2014 to July 2015) started out with what was anticipated to be a balanced budget. In addition, the approved current budget is \$12,000 less than last year's. However, in the Fall, due to economic concerns on the part of congregants, pledges fell from the budgeted pledge amount of \$257K to \$240K. Additionally, as of the present time an ongoing stewardship campaign has not resulted in significant increases in pledges. Congregants have pledged only slightly more than last year with several families having to cut back significantly due to changed circumstances or financial unease. This means that we are now projecting a shortfall for the year of approximately \$17,000. The Board has now approved an additional withdrawal of \$10,000 from the Endowment. Some of the same conditions exist this year as last on the Expense side, e.g., high heating and snowplowing; yet we anticipate that we can accommodate this through reductions in other expenses. Therefore we anticipate that, once again, we will end the fiscal year with a deficit caused by a shortfall in pledges.

The proposal for the 2015-16 budget is still under consideration as of the publication date; however, as conditions have not realistically changed from the current year, two choices are being considered. The first is a real reduction in staff wages and services provided, and the other is to assume (once again) a significant increase in pledge amounts of at least \$15,000.

**Unitarian Universalist Church of Concord
Balance Sheet as of month end**

		Mar 2014	Apr 2014	May 2014	Jun 2014	July 2014	Aug 2014	Sep 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015
ASSETS														
	Current Assets													
	Checking/Savings													
	Citizen's checking	29,821	18,803	33,703	47,148	27,994	19,790	35,361	28,308	39,127	43,233	18,126	14,789	8,250
	Total Checking/Savings	29,821	18,803	33,703	47,148	27,994	19,790	35,361	28,308	39,127	43,233	18,126	14,789	8,250
	Total Current Assets	29,821	18,803	33,703	47,148	27,994	19,790	35,361	28,308	39,127	43,233	18,126	14,789	8,250
TOTAL ASSETS		29,821	18,803	33,703	47,148	27,994	19,790	35,361	28,308	39,127	43,233	18,126	14,789	8,250
LIABILITIES & EQUITY														
	Liabilities													
	Current Liabilities													
	Accounts Payable	0	0	335	335	0	1,630	2,023	0	0	0	0	11,038	598
	Other Current Liabilities													
	Advance Income - Misc			500	775	775	0	0	0	0	0	0	0	0
	Advance Pledges	0	1,000	1,860	1,860	2,110	0	0	0	0	0	0	0	0
	Total Other Current Liabilities	0	1,000	2,360	2,970	2,885	1,630	2,023	0	0	0	0	0	0
	Total Current Liabilities	0	1,000	2,695	2,970	2,885	1,630	2,023	0	0	0	0	11,038	598
	Total Liabilities	0	1,000	2,695	2,970	2,885	1,630	2,023	0	0	0	0	11,038	598
	Equity													
	Community Plate Fund	0	0	0	572	0	161	1,009	0	0	0	476	576	-81
	Designated/Restricted Funds													
	Building Fund	2,472	2472	2,472	2472	2472	2472	2472	2472	2472	2,472	2,472	2,472	2,472
	Coming of Age	-449	-595	0	0	0	0	0	0	0	0	0	0	0
	Downing - for disbursement	11,774	0	0	0	0	0	0	0	0	0	0	0	0
	Dutabare Fund	810	810	1,080	1,080	0	0	0	0	0	365	365	0	0
	Fresh Food/Garden fund	177	177	0	0	0	0	0	0	0	0	0	0	0
	Friendly Kitchen fund	0	0	0	0	0	0	0	0	0	0	0	0	0
	Memorial Garden maintenance	384	384	2,914	3,414	3,659	3,659	2,856	2,856	1,356	1,356	1,356	1,356	1,356
	Memorial Gift Fund	424	487	487	487	487	487	587	587	587	587	587	587	587
	Memorial Plant Fund	54	54	54	54	54	54	54	54	54	54	54	54	54
	Minister's Discretionary	1,882	2,257	2,307	2,132	2,142	2,467	1,992	2,414	2,164	2,310	1,835	1,635	1,180
	Misc FUND-designated	40	0	0	0	0	0	0	0	731	302	0	0	0
	Religious Education Fund	0	0	0	0	0	600	600	600	600	600	544	544	544
	Service Committee Fund	0	0	0	0	0	0	0	0	126	0	0	0	0
	Standing on the Side of Love	281	0	0	0	0	0	0	0	0	0	0	0	0
	UU Friends of Refugees	694	714	714	714	461	461	461	461	461	461	461	461	461
	Youth Group Fund	8,175	8,909	9,560	9,254	9,725	6,925	4,430	5,835	8,383	9,363	473	1,450	987
	Total Designated/Restricted Funds	26,718	15,668	19,588	19,607	18,999	17,124	13,452	15,280	16,935	17,870	8,148	8,560	7,641
	Retained Earnings	10,449	10,449	10,449	10,449	10,449	6,110	6,110	6,110	6,110	6,110	6,110	6,110	6,110
	Net Income	-7,345	-8,314	972	13,551	-4,339	-5,235	12,768	6,919	16,082	19,254	3,393	-11,494	-6,018
	Total Equity	29,822	17,804	31,008	44,178	25,109	18,160	33,338	28,308	39,127	43,233	18,126	3,751	7,652
TOTAL LIABILITIES & EQUITY		29,822	18,804	33,703	47,148	27,994	19,790	35,361	28,308	39,127	43,233	18,126	14,789	8,250

Program Budget vs Actual, 2013-14

	2013-14 Budget Approved by Congregation	2013-14 Actual	Explanation of large variances
INCOME			
Couch Trust	\$17,000	\$18,559	
Downing Trust	\$2,000	\$2,000	
Endowment-budget	\$63,557	\$63,557	
Endowment-Special Transfer Board 5%	\$0	\$12,000	to alleviate deficit resulting from shortfall in pledges
Fernald Trust	\$3,500	\$3,500	
Growth Investment	\$7,000	\$6,000	
Interest	\$10	\$5	
Miscellaneous	\$1,000	\$13,161	mostly health insurance tax credit
Plate & Gift	\$7,500	\$5,466	
Rentals	\$32,000	\$29,532	
Taize/Dances offering	\$600	\$1,303	
Music Fundraiser	\$1,000	\$2,532	
UU Café	\$0	\$57	
Merchandise - bookstore, SSOL	\$0	\$555	
Fundraisers - Auction, Sales	\$21,000	\$16,529	
Total non-pledge income	\$156,167	\$174,755	
Pledge	\$271,950	\$238,548	
TOTAL INCOME	\$428,117	\$413,303	
EXPENSE			
Facilities	\$112,926	\$120,217	extraordinary heat and snowplow expense
Ministerial	\$122,224	\$120,637	
Music & Worship	\$49,156	\$46,602	
RE/Lifespan Faith Exploration	\$41,010	\$39,834	
Administrative	\$40,744	\$33,220	Admin Assistant resigned
Fellowship & Misc Programs	\$19,708	\$17,471	
Outreach	\$7,901	\$6,759	
Rentals	\$11,741	\$12,100	
Interfaith and Denominational	\$17,341	\$17,215	
Family Ministry & Nursery	\$5,359	\$3,587	
TOTAL	\$428,117	\$417,643	

Budget vs. Actual
Fiscal Year 2014-15 through March 31, 2015

	Actual Aug 2014 - Mar 2015	Approved Budget Aug 2014 - July 2015
Income		
Couch Trust	13,502	18,500
Downing Trust	0	2,000
Endowment-budget	49,287	65,716
Fernald Trust	3,000	3,500
Growth Investment	7,000	7,000
Interest	2	5
Merchandise Income	847	500
Misc Income - designated		
Coffee donations	500	
Music Lessons	150	
Misc Income - designated - Other	2,651	
Total Misc Income - designated	3,301	0
Miscellaneous	4,074	5,800
Plate & Gift	6,926	7,500
Pledge	151,951	257,051
Pledge-previous year	6,940	0
Rentals	20,069	28,000
Taize offering	569	600
UU Café Income	0	400
Fundraisers	11,822	19,500
Total Income	279,289	416,072
Expense		
11-Salary		
Administrator	26,853	41,069
Child Care	810	1,275
Custodian/Facility Manager	20,526	30,183
Director of RE	17,975	25,278
Minister	52,135	79,736
Music Assistant - Accompanist	5,372	8,951
Music Director/Choir Director	16,564	25,334
Music lessons	113	0
Volunteer/Outreach Coord	4,919	9,595
Youth Advisor	2,370	3,555
Total 11-Salary	147,638	224,976
12-Benefits		
Employer Payroll Expenses	11,262	17,211
Health Insurance	20,450	23,000
Life/Disability/Dent Insurance	1,959	2,500
Pension	13,390	20,160
Total 12-Benefits	47,061	62,871

Budget vs. Actual
Fiscal Year 2014-15 through March 31, 2015

	Actual Aug 2014 - Mar 2015	Approved Budget Aug 2014 - July 2015
13-Office		
advertising	116	0
credit card/ACH fees	689	800
liability insurance	4,572	5,300
office equipment	4,491	6,000
office supply	1,362	1,900
Payroll Service	1,197	1,500
postage	1,265	1,400
property tax	1,664	2,100
staff training	114	1,700
telephone	1,453	2,400
volunteer recognition	202	400
workers' comp	2,960	2,800
Total 13-Office	20,087	26,300
14-Ministry		
Committee on Ministries	0	50
Discretionary	0	100
Professional	6,445	7,974
Total 14-Ministry	6,445	8,124
15-Lifespan Faith Explor (RE)		
child safety policy	508	400
DRE professional	1,438	1,750
Lifespan Faith classes	0	100
OWL/Coming of Age	390	300
special events	213	300
supplies	372	1,700
training-teachers	700	700
Youth Advisor expense	50	300
Youth GA	1,000	1,000
Youth Group	225	500
Total 15-Lifespan Faith Explor (RE)	4,895	7,050
16-Building & Grounds		
electric	5,428	6,900
equipment-b&g	2,296	1,000
heat	11,262	7,000
maint - special projects	815	1,200
maint & repairs-b&g	9,310	16,000
snow plowing	2,877	5,000
supply-b&g	2,556	3,900
Trash disposal	706	1,000
water / sewer	1,081	2,100
Total 16-Building & Grounds	36,330	44,100
17 - Dues		
Interfaith Council	175	175
NNED Dist Dues	2,698	5,396
UUA Fair Share	9,000	12,000
Total 17 - Dues	11,873	17,571

Budget vs. Actual
Fiscal Year 2014-15 through March 31, 2015

Actual Aug 2014 - Mar 2015	Approved Budget Aug 2014 - July 2015
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18 - Music & Worship

Audiovisual	28	250
Christmas Eve musicians	600	600
Accompanist conferences, dues	0	500
DMM professional	0	2,533
guest musicians	0	500
guest pulpit	1,021	1,000
instrument maintenance	130	900
music	523	1,200
summer accompanists	500	1,200
supplies & sanctuary	784	900
Taize expenses	449	540
Total 18 - Music & Worship	4,035	10,123

19 - Board

Leadership Development	130	2,000
Board - other	1,000	1,000
Total 19 - Board	1,130	3,000

20 - Outreach

Community Service	105	500
Friends of Refugees	60	1,200
Giveaway Garden	0	400
Social Justice/Homelessness	395	400
20 - Outreach - Other	346	700
Total 20 - Outreach	906	3,200
Caring Network	50	800
Conflict Resolution	0	100
Covenant Groups/Small Group Min	0	100
Family Ministry Committee	648	2,355
Fellowship/Social Hour	780	1,350
Library	300	300
Membership	225	600
Merchandise sales	681	500
Pastoral Care	50	50
Stewardship	194	500
UU Café	0	300
Ways & Means expense	1,981	1,800
Total Expense	285,308	416,070

Net Income

-6,018	2
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Finance Committee

Jack Wakelin, Chair

The Finance Committee includes John Warner (Treasurer), Karen Mayo (Assistant Treasurer), Fran Philippe (Assistant Treasurer), David Feltus, Lee Leppanen, Lea Smith (Administrator) and Jack Wakelin.

As of March 31, 2015, the final budget outlook for this church year is still unclear. The slow receipt of pledge income is being addressed in the hope of receiving sufficient pledge income to minimize the withdrawal funds from the Endowment in excess of the 4% budgeted. The unusually severe and extended heating season has resulted in approximately \$10,000 of added expenses in heating and snow removal costs.

The role of the Finance Committee in the future has been clarified with a new charter for the committee. The draft budget for the next church year was made available on April 2nd, 2015. Therefore, action is now being taken on the budget for next church year.

Stewardship - Pledge Campaign

Ruth Axelrod, Chair

This year, we continued the quiet campaign that was begun in spring 2014, visiting with as many members of our community as possible, given our limited volunteer resources. Most of the Church members and friends whom we contacted were delighted with the opportunity to talk about what the Church means to them and their families. They submitted new pledge cards or reaffirmed existing pledges. We anticipate continuing this process next fall.

As of spring 2014, pledges are in effect until the donors change them; if you want to do so, please drop by the Church office or call to ask that a new card be mailed to you.

Stewardship - Annual Auction

Ruth Axelrod, Chair

Several changes were made from previous years to encourage wider participation and streamline the process. First, the auction was limited to "Food, Fun and Adventure", with 151 items donated by 47 individuals and 17 businesses. Over sixteen percent of our 300+ households donated something. Second, the traditional silent auction was replaced with a 10-day online auction that was supported by eFlea.com, a Canadian enterprise that hosts charity auctions for free. The online auction was, in general, very popular with the 61 people who used it. Third, a gourmet reception by-donation replaced the paid dinner accompanying the Live Auction on October 18th. Most of the 35 people who attended did so in order to bid in the Live Auction. Overall, the Auction netted over \$6,900. A complete report is on file in the Church office.

Stewardship - Other Fundraisers

Lea Smith, Congregational Administrator

The financial contributions of our many fundraisers is helpful, but perhaps more important is the fun and community they create. Our Greens and Artisan Fair was capably led by Fran Philippe. Congregants and the wider community have counted on us for decades to provide gorgeous wreaths, and the addition of local artisans in recent years has delighted folks. Peg Herbert led the Minnesota Smorgasbord for the second (and sadly, final) year. The production of Gilbert and Sullivan's *Trial by Jury*, led by Linda Ashford, was great fun and was enhanced by a UU Variety Show. This brought many newcomers into our building.

There is no ongoing leadership for fundraisers. In fact, leadership of our upcoming Plant and Yard Sale in May is uncertain as of this writing, and we are hoping to pull off this event which is greatly enjoyed by all.

Custodian of Trust Funds

Jack Wakelin

The balance in the Trust Fund (aka Endowment) as of March 31st, 2014 was \$1,963,000 and was \$1,867,824 on March 31, 2015. Therefore, the fund balance shrunk by approximately 5% during last year. The full 4% of the Endowment has been withdrawn to support the budget for this church year. The receipt of pledges between now and the end of the church year will determine what additional funds will be needed from the Endowment to balance the budget through July.

The monthly loan repayment (\$6,692) to Eastern (formally Centrix) Bank for the Greener Building Project (GBP) resulted in a total of \$ 80,301 in loan repayments during the period of this report.

As documented during the heating season of 2013-2014, the savings in heating as a result of the GBP is approximately 40%. Due to the severe winter temperatures during the winter of 2014-15, the heating cost of approximately \$13,000 would have been over \$20,000 without the 40% savings.

Harvest Capital of Concord continues to manage the trust fund 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 Memorial Garden Endowment is invested through Fidelity in a mutual fund. This year, the fund balance has essentially remained steady at \$24,400.

Trust Funds Committee

Rob Flesichman, Chair

The Trust Funds Committee continues to focus on the responsible management of the Church's investments. The Endowment ended 2014 with a balance of approximately \$1.85 million. Although the investments continue to perform well, increased draw due to loan interest from capital improvements have caused the balance to remain flat for the year.

In 2014, with encouragement from passionate church members, the committee researched, recommended and began investing in a number of "Socially Responsible" funds. We are delighted to have found investment opportunities that match both our church mission and financial goals. We are hopeful we are able to continue this trend.

Due to eventual market draw-downs, the committee stresses that it is more important than ever to minimize the annual draw from the Endowment. As always, we welcome interest and questions from church members.

Members: Robert Fleischman (chair), Karen Mayo, Rick Harkness, John Warner, with regular guidance from Jack Wakelin.

Building and Grounds Maintenance Committee

Christy Dolat Bartlett and Peter Bartlett, Co-chairs

This Committee is charged with decisions regarding the maintenance of the building and grounds. This is a huge task for a small committee with few members who have the skills necessary to maintain this aging building. Each month we meet and review the “task list” that is updated by our church administrator who tries to organize and track various requests from members and others who use our building. The members make decisions on how the sparse budget can prioritize & address these tasks.

Twice a year, we organize a “clean up” day where we ask all members of the church community to volunteer to do physical labor to rake, sweep, paint and maintain the outside of the building and grounds. There is a community garden committee separately charged to maintain that area.

This past year we almost finished the exterior painting of the building, which included all the window frames and trim on the building. We also freshened up the small bathrooms at the end of the hall and installed grab bars for better accessibility.

The larger task is to manage the woodlot. There are an estimated 60 ash trees infested by the Emerald Ash Borer that need to be removed. In addition, there are 6 large pine trees that are near enough to the back of the building that are at risk of damaging the building that will need to be removed in the near future. The Thanksgiving Day storm caused some branches to break, bounce off the patio and break some windows in the parlor.

The biggest need for this committee is more involvement from church members. We need members of the committee and those who might consider adopting a task as an individual or group. Please let us know if you have a skill or even just “brawn” that would help us maintain our building.

Building Use Committee

Lea Smith, Congregational Administrator

The Building Use Committee is charged with managing non-church building use (rentals, support groups, Peace Site use, etc.) The Committee has not met this church year, but will be meeting in April 2015 to discuss possible revision to the Building Use Policy to reflect the church’s mission and vision, and specifically to respond to a recent request for a change in policy about fundraisers for outside groups.

We’ve continued to host two non-church support groups: AA on Mondays, and Augustine Fellowship on Sundays. Hosting support groups and allowing church events to happen simultaneously without hindrance can be a challenge, but it is a great way for us to show we “respect the inherent dignity” of all.

We remain active as a Peace Site by providing free space to groups working on peace and social justice issues such as NH Peace Action, American Friends Service Committee, Court Appointed Special Advocates (CASA) and two newbies this year: 350-NH and Transgender-NH.

Our large ongoing rentals such as Emerson School, Local Harvest CSA, and Master Gardeners continued in 2014, and all have signed or will sign leases to continue in 2015-16. These three renters contribute about \$20,000 to our rental income.

Although not under the purview of the Building Use Committee, ongoing negotiations with Concord Orthopaedics to possibly increase parking on church land will certainly impact building use. We are fortunate that Peter Bartlett serves on the COPA Parking Team, Building Use Committee, and Building and Grounds Maintenance Committee to provide cross-fertilization. Additional members are Trudy Mott-Smith, Rev. Michael Leuchtenberger, and Lea Smith.

With all the puzzle pieces of church and non-church building use (including many puzzle pieces that don’t fit any defined category), we appreciate your flexibility and understanding as we enforce and refine policies for equity, fairness, and justice.

Reports of Church-Affiliated Groups

Earth-Centered Spirituality Group

Lorraine Ellis

At this writing the group has 16 members. When the ECSG was first formed, about a third of the group members were also church members. Over the years, the number of dual members slowly dwindled to one. This year, the trend appears to be reversing. At this writing, there are two dual members, with two more expected during the next few weeks.

The formation of a Steering Committee in 2012 has been an interesting double-edged sword for the group. On the one hand, the committee has completed very necessary work on policies, mission and vision that will help the group run more smoothly in the future. On the other hand, the attention given to these tasks by almost a third of the group's members has meant less energy spent on developing relationships and fostering meaningful interactions among members. The committee's goal for the next year is to shift that balance of energy toward ensuring that progress is being made toward the group's mission and vision.

The group continues to present 8 public seasonal rituals a year, at the solstices and equinoxes, as well as the four cross-quarter days that fall midway between the solstices and equinoxes. Attendance has been good - anywhere from 35 to 85 participants (average 45), and 150 at Yule/Winter Solstice. Everyone is welcome to attend these rituals, which are appropriate for children (unless otherwise advertised). During good weather we celebrate in the grove, and when it is rainy or there is snow on the ground, we gather inside the church. Over the years, due to increasing attendance, we have had to move our indoor rituals from the chapel, to the parlor, and more recently to Fellowship Hall, where we have plenty of room to dance.

This year we also held several members-only full moon circles, as well as a summer cook-out. At the beginning of 2015 we made a commitment to have some kind of gathering at every full moon - either a full moon circle led by a member, or a "full moon schmooze," an opportunity to gather for discussion about a specific topic, and to get to know each other better.

The group's business calendar begins in mid-February, with its annual meeting. The past year's Steering Committee was: Lorraine Ellis, Annie Forrey, Shawn Forrey, Heather Johanson, and Rich Roby.

The Steering Committee for the upcoming year is Lorraine Ellis, Christie Faella, Shawn Forrey, Heather Johanson, and Rich Tomasso. Each steering committee member serves a 2 year term.

More information about the group, including the mission and vision statements, policies, and how to become a member, is available at www.concorduu.org/ecsg. Upcoming rituals are listed on that page, as well as in the church calendar and eBulletin.

UU Book Group

Joanna Henderson

The Book Group met monthly this past year as in years past and had great discussions on a number of both fiction and non-fiction books. We also saw several videos which complemented the books read.

Unitarian Benevolent Association

Christy Dolat Bartlett, President

The Unitarian Benevolent Association (UBA) has been in existence since about 1837. All those many years ago, we were not allowed to join the preeminent Concord Female Charitable Association, as we Unitarians were not Christians. Our purpose has remained the same over many years, to help those in need, particularly women and children in our community.

The UBA is an independent corporation registered with the State with its own Articles of Association. Though we are not legally connected to the church, most of the Association members are also members of the church.

We met twice in the past year, including the Annual Meeting held in June. We allocated \$7,100 to various agencies who provide direct care for women and children. This also includes allocations the Minister's and the RE Director's Discretionary funds.

Our Board and members are charged with the responsibility of reviewing our investments and allocating money. In addition, we bring flowers to Church members who have been hospitalized and holiday plants, twice a year, to those unable to easily travel away from their homes. A separate fund, the Silsby Trust, is set aside from the main endowment that supports these deliveries.

Please consider joining the UBA. The only financial commitment from a member is the annual dues of \$10. We need new and caring members from our community to bring new ideas and energy to the Association. We don't ask for a large time commitment from anyone, but we need your ideas and support to thrive as an organization.

The Annual Meeting will be held June 7. We have a very nice luncheon to feed us after the regular church service on Sunday.

If you have any questions or suggestions, please feel free to call any officer of the UBA: Christy Dolat Bartlett, President; Beth Corcoran, Vice-president; Clare Howard-Pike, Secretary

Trustees of the Downing Trust

Linda Ashford, Trustee

The Downing Trust is a private non-profit trust which was created in the early 1800's 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 governing board of the church distributes the remainder of the income to help other organizations who follow this teaching.

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

Year	Net Gain or Loss	Other Receipts (Cap Gain Dist)	Balance of Principal	Dividends & Int plus noninvested Cap Gains	Distribution to Beneficiaries
2014	3,145.35	3,207.40	606,179.85	18,101.59	15,841.59
2013		14.86	597,713.21	16,014.66	13,774.66
2012		8,139.85	595,402.17	13,492.02	11,252.02
2011		3,845.50	584,302.79	10,732.49	8,492.49
2010		2,611.40	586,737.61	18,454.15	16,214.15
2009	(25,450.04)	2,268.47	582,258.90	15,683.05	14,331.84
2008	(4,361.68)	6,573.13	607,090.68	17,795.97	20,976.96

Unitarian Universalist Church of Concord

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Ends Statements

Connecting in Love & Service

Our congregants create and experience authentic connection.

Congregants give and receive care and support in times of joy, sorrow, and transition.

Our greater community is enriched by our congregation's passion for music.

We have a broad circle of effective leaders who have the resources to complete their work in service to our mission.

Our congregation benefits from the exchange of wisdom across the generations.

Growing Spiritually

Our rich and diverse worship and religious life nurtures, challenges and inspires us to lifelong learning, growth, and transformation.

We are grounded in our Unitarian Universalist faith tradition and pass those values to the next generation.

Transforming Ourselves & the World

We are visible leaders in the greater Concord area as we live our Unitarian Universalist values.

Our outreach ministries have a noticeable impact in the larger community.

We are full and active participants in the work of both the Greater Concord Faith Community and the larger Unitarian Universalist community.