

Summer 2005

Volume XXX, Issue 4

Our mission since 1915 is to hold and administer Star Island and other properties we acquire for religious, educational and kindred purposes.

**Star Island Corporation:  
Ninety Years and Going  
Strong!**



Fred & Ginny McGill Society  
Limited Edition Pin

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*This issue of the Star Island Corporation Newsletter was edited and produced by Hilary Niles with the assistance of all contributors. Thank you!*

## Star Island Corporation



### From the President

A very challenging Star open-up was completed just before I came out to attend the Arts conference. With Paul Jennings' announced retirement, his active service as Executive Director will end on December 31, 2005 although he will remain available as a consultant to the Corporation.

To honor Paul's work for Star, we want to invite you to join in honoring him and Lisa Jennings for a special extended social hour on October 15<sup>th</sup> at the Seacoast Science Center in Rye, NH. Hopefully, it will be a beautiful fall day and we will see the Isles of Shoals two miles off shore as we celebrate Paul and

Lisa. Please let the office know if you are able to attend (email office@starisland.org or call) and details will be sent to you when they are finalized.

The Board of Directors has launched a search for a new Executive Director for Star Island. It is our hope that he or she will be in place by early December in time to benefit from Paul's knowledge. The search process is an intense and detailed one, ably chaired by Ron Cordes, a member of the Board of Directors and longtime All Star II conferee. An article elsewhere in this newsletter (see page 1) offers

*(Continued on page 3)*

### Search Committee Formed

At its June meeting, the Star Island Corporation (SIC) Board of Directors appointed the members of the Search Committee and voted on its charge. The Board selected a committee with expertise in finance and management, fund development, and facilities as well as one that represented the Board and Corporation, the Pelican community, and as wide a representation as possible of the Conferences. We chose an eight member group—an efficient and manageable size albeit a challenge to represent the range of skills we seek and Shoaler communities. The members are:

**Ron Cordes**, Chair is an SIC Board and Corporation member. He has attended All Star II for many years and chaired it with his wife Cathy. A long-time member of the Facilities Committee, Ron recently chaired a task group charged with bringing the Board recommendations that will help Conferences fill to capacity. Ron is President of Team Flow, a Massachusetts software company.

**Greg Case**, full-time as Pelican through last summer, was chosen by his peers to be the Pel Liaison to the SIC Board in 2004. Greg has attended conferences from childhood. He was

*(Continued on page 6)*

## From the Executive Director

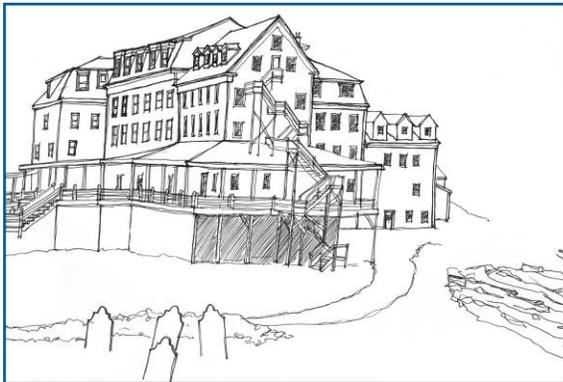
As I write this column, we are in the third week of the conference season. Five conferences (Arts, Young Adults, ISHRA, Natural History and YRUU) have come and gone and All Star One is currently in residence. The prospects for an excellent summer are strong.

As you know, the scope and complexity of non-discretionary capital projects initiated last September were greater than any year in recent history – including the year we rebuilt the pier. The work, which included the construction of two new egress towers for Gosport, replacement of the fire alarm system, proper grounding of the electrical system, installation of desalinization equipment, the revamping of changeover day to accommodate multiple arrivals and departures, plus all of the regular open-up tasks placed tremendous demands on Pelicans, staff, and volunteers. Despite very long days and weeks leading up to the opening on June 18, not everything was as ready as we would have wished. The highest priority for the staff was to solve plumbing problems during our first two weeks of operation. Also, a problem with the energy recovery devices on our desalinization units required us to conserve water during All Star One. All but a few minor problems have now been resolved, and work on several major projects will continue through the early part of the season.

Thanks to a grant from the ISA(UU), Inc., the chapel roof has been replaced and we will begin repairs to the bell tower shortly. The interior walls have been repaired and painted and the woodwork will be done over the course of the season. Once the chapel exterior repairs are completed, we will install a new dining room roof, but first we will remove the existing and non-compliant external fire escapes. Finally, we expect to complete the fire escape for Caswell thus completing that project which began in the spring of 2004. It is a challenge to have major projects extend into the conference season but we are working with confer-

ence leaders to minimize disturbances to conferrees. I suspect that in the future, given the amount of work required to preserve our historic facility for our heirs, this balancing act will continue.

For Lisa and me, the installation of a new turnstile funded by the All Star One conference, in appreciation of our work these past few years, had special meaning. Will Fielding designed the turnstile from photos he found in Vaughn. It is traditionally crafted, using mortise and tenon joints and post and beam construction. It is made from locust, one of the most durable of native woods, and should last long into the future.



*Oceanic ± Nathan Lielasus*

With the largest of the projects behind us, the new boat company and ferry service working out very well, and conference registrations strong overall, we are looking forward to a very good summer. I will focus my energy in the next few weeks on those projects that need attention now in order to make next season run smoothly. They include negotiation of a multi-year agreement for conference ferry and parking services, expanding daily boat services to and from the island, and securing approval of plans to bring Cottage A into code compliance. The work on Cottage A, which we expect to begin this fall, will require an entire rebuilding of the interior of the cottage. As part of that process, we will make all of the rooms on the first floor handicapped accessible, and construct one shared but large and fully accessible first-floor bathroom.

To those of you who have come and gone to and from conferences, I will miss you all very much and I hope our paths will cross many times again. To those of you yet to arrive, Lisa and I look forward to seeing you and sharing our last season with you. And to those of you unable to come this year, please know the work this year and the work ahead will ensure that your return to the island, whenever that may be, will be rich and rewarding.

*± Paul Jennings*

*(From the President continued from page 1)*

more information on the composition of the Search Committee and the timeline for the search. We seek an individual who will bring the unique skills necessary for the excellent management our precious island requires. A position announcement with the key elements we seek can be found on page 7. We hope you will be on the lookout and encourage qualified individuals to apply.

While this search progresses, the work continues. In April, the Corporation held its Annual Meeting, preceded by a special meeting to present our Facilities, Finance, and Fund Development five-year plans and to answer questions. The Annual Meeting is always a mix of ceremony and business, joy and sadness. We all stand as we listen to a reading of the names of Shoalers who have died since the last meeting. We hear about the marriages and births that have occurred; listen to reports from committees; and elect Shoalers to the SIC Board, the Nominating Committee, the Permanent Trust (our endowment fund) and to membership in the Corporation.

We noted Rozzie Holt's fifty years as a Star Island Corporation member. We welcomed onto the Board Janice Prochaska and Brad Greeley, and re-elected David Boynton, Nancy Meyer, and Edmund Jones to the Board, and Steve Whitney to the Trust. We also re-elected Nominating Committee members Dick Case, Jr., Desmond O'Hara, and Ed Rutledge. Paul gave an exciting presentation with pictures of the people who keep Star going. He spoke about summer 2005 and reminded us of the challenges we will face. There was high emotion when he spoke about his retirement and how much his work for Star has meant to him and Lisa.

Another highpoint of the meeting was an update on the Fred and Ginny McGill Society. Larry Yermack reported on the large number of Shoalers who have named Star Island in their wills. He also awarded a beautiful Chapel pin to those who have identified themselves as having remembered Star through a bequest that eventually will come to the Permanent Trust and work for Star forever.

Another major event was the fourth meeting of the Council of Conferences, held the morning of the Annual Meeting. This relatively new advisory body has become increasingly important to the Board of Directors. The commitment, hard

work, and recommendations of its delegates and other attendees on difficult issues have given the Board invaluable insight and information to aid us in making good decisions. The Council developed principles for setting the conference calendar which the Board adopted. It is working hard to resolve tax and liability issues faced by conferences. It has taken responsibility along with many others for ensuring that each conference fills to its capacity, which is absolutely critical to living within our budget and keeping room and board rates as low as possible. The Council helped develop a survey that will be used this summer to determine whether and how to go about increasing Chapel accessibility. Delegates are helping to simplify room and board rates and they are sharing best practices about fundraising. A full-day meeting is set for October 15<sup>th</sup> in Portsmouth and attendees, along with all Shoalers who can come, are invited to the party for Paul and Lisa that will follow the meeting.

Currently, the Board is reviewing insurance coverage and salary parameters. We are also planning for our summer two-day meeting. It promises to be a busy few months for the Board, the Search Committee, Staff, and others. We welcome your ideas and your feedback. We also seek your support. Please feel free to make contact through [board@starisland.org](mailto:board@starisland.org) or through the Corporation offices—603-430-6272.

± Irene Bush



*SIC Annual Meeting, 2005. ± Sean D. Elliott*

# From the Director of Development & Community Relations

Star Island’s history is rich with bequests and memorials. Many are commonly known like the recent \$1.1 million given by Florence Haynes to the Star Island Permanent Trust; the Tucke Parsonage built in 1927 to honor Rev. John Tucke; or Parker Hall, a gift from Congregational Shoalers in 1948 to honor the Rev. Asa Merrick Parker. In addition to buildings named for great Shoalers we have dedicated rooms, equipment, and collections. Some are named, some bear a plaque or descriptive photo, and some are known through stories passed down orally from generation to generation. From these recollections, and augmented by literature in Vaughn, I would like to assemble an updated booklet of bequests and memorials and also share some of them with you here in the newsletter.

One current memorial is the Scott Neil Fowler Flower Fund, established by Richard and Carole Fowler in 1993 to honor the memory of their son Scott. Scott was a Pelican from 1982-1984 and went on to become an avid cultivator of orchids and an accomplished chef. He died entirely too soon on October 22, 1992. The Fowlers and their friends and family contribute throughout the year to the fund including, since his passing in 1996, to the memory of Scott’s Grandfather Richard L.

Fowler. Interest from this restricted memorial account is then given each year for planting and maintenance of the gardens on Star including those on the front lawn, in the stone village, and the perennial garden behind EMB.

In *The Isles of Shoals: from the Beginning*, published in 1950, is written this question: What better testimony can we have than the memorials which bear the names of those who have made the Islands what they are? As it was then, legacies and tribute gifts are an important way to honor the memories of Shoalers, and a critical way to support the work of Star Island into the future.

Please give me a call if you would like discuss how to set up a memorial account, need sample language for your will, or if you have ideas or suggestions for the bequest and memorials booklet project. Please also let me know if you have made provisions for Star Island in your will, or through naming Star as beneficiary of any policies you hold, so we can send you a limited edition enamel pin of the Star Island Chapel and note you as a member of the Fred & Ginny McGill Society.

We are in constant gratitude for the many ways you support Star Island.

± *Deborah Lielasus Tombleson*

## Annual Fund Update

This year’s Annual Fund is superbly represented in the conferences by the people named below. Early returns show Arts, NHC, and ASI already exceed where they ended in December last year and by time you read this, I’m certain the July conferences will have done exceedingly well, too. If you’ve already attended a conference and have not yet contributed, please help us save on postage by sending your check or pledge today. You can also phone in your pledge or credit card

information (603-430-6272). If you’re on your way to the island, please participate in the Annual Fund to the fullest extent you are able and let your conference representative know he or she has your support. If you are not coming to Star this year, know you are missed and that we are grateful for whatever assistance you can afford in helping us address the many critical needs Star Island faces.

Thank you all for your support!

- |                    |                    |                     |                   |
|--------------------|--------------------|---------------------|-------------------|
| • Roger Baldwin    | • Debbie Duval     | • Catherine Jenkins | • Tammy Prull     |
| • Howard Bennet    | • Stacey Farr      | • Rodney Lowe       | • Patrick Stevens |
| • Laura Blair      | • Jeanie Graustein | • David MacEachran  | • Carrie Tyler    |
| • Brooke Bradicich | • Aaron Hamburger  | • Tom McNaugher     | • Bunny Wells     |
| • Laury Bussey     | • Doug Hatfield    | • Patricia McNaught | • Larry Yermack   |
| • Jean Dominguez   | • John Hickey      | • Ginger Mileski    |                   |

## ~ A place for you this summer and fall on Star ~

*Attendance is still available as of press time in the following conferences.  
Contact the registrar directly (and soon!) for more information about attending.*

**Institute on Religion  
In an Age of Science**  
Sat. July 30 to Sat. August 6  
fallab@moravian.edu  
(610) 432-8711

**UCC1 Family & Youth Conferences**  
Sun. August 7 to Sat. August 13  
StarRegUCC1@aol.com  
(301) 540-0408

**Weekend Conference of the Laity**  
Fri. August 19 to Sun. August 21  
JBCNH@aol.com  
(603) 253-6338

**Pelican Reunion**  
Sat. Sept. 3 to Mon. Sept. 5  
registrar@pelicansarepelicans.com  
(978) 263-1240

**Midweek Retreat I**  
Monday, Sept. 5 to Friday, Sept. 9  
gillian.carter@nyu.edu  
(207) 439-6866

**Old Time Music**  
Monday, Sept. 5 to Friday, Sept. 9  
wpfield@sover.net  
(802) 464-3260

**Granite State College**  
Tuesday, Sept. 6 to Friday, Sept. 9  
Maureen.mack@ccl.edu  
(603) 334-6060

**NH Photographic Society Workshop**  
Thursday, Sept. 8 to Sunday, Sept. 11  
claudiarippee@mac.com  
(603) 625-5867

**ISHRA September Weekend**  
Friday, Sept. 9 to Sunday, Sept. 11  
davidmaceachran@aol.com  
(603) 497-4674

**Writers in the Round**  
Sunday, Sept. 11 to Wednesday, Sept. 14  
dcr@deidrerandall.com  
(603) 205-0552

**Elderhostel II—Program # 12720**  
Sunday, Sept. 11 to Friday, Sept. 16  
(877) 426-8056

**WriteLines Creative Writing Workshop**  
Monday, Sept. 12 to Wednesday, Sept. 14  
writelines@mail2world.com  
(781) 213-7914

**Midweek Retreat II—Retreat to a Star**  
Monday, Sept. 12 to Friday, Sept. 16  
iamhoward@verizon.net  
(215) 672-6129

**Star Women**  
Wednesday, Sept. 14 to Friday, Sept. 16 or  
Friday, Sept. 16 to Sunday, Sept. 18 or  
Wednesday, Sept. 14 to Sunday, Sept. 18  
ilittman@optonline.net  
(631) 324-3116

**Dover Yoga**  
Friday, Sept. 16 to Sunday, Sept. 18  
dover yoga@conversent.net  
(603) 740-9700

**Star Hampshire Traditional Music &  
Dance**  
Friday, Sept. 16 to Sunday, Sept. 18  
pstevens@oakpoint.com  
(603) 436-8372

## In Brief

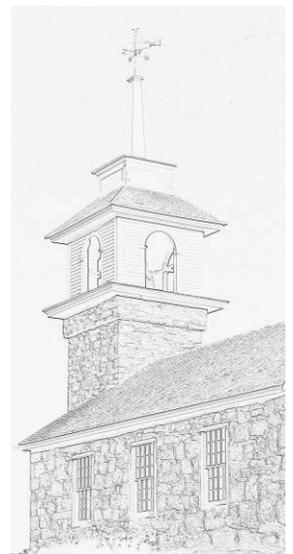
In 2003, the Board received the Report of the Improved Access Subcommittee of the Facilities Committee, stating accomplishments to date as well as future needed projects. Since then, the Board has been moving forward on recommended projects and actively studying ways to make the Chapel and Chapel services more accessible. As we all know, the Chapel presents a daunting task which pits the high value Congregationalists and UUs place on equal access in juxtaposition with the high value we all place on the sanctity and historicity of our beloved Chapel.

With the help of a committee from the Council of Conferences and a number of concerned individuals, we have created a survey to help the Board understand the wishes of the members of our conference communities relative to these two conflicting values. While the Board will make the ultimate decision and any decision will be influenced by available funds and our ongoing schedule of capital projects, we want to know what you believe is the way to go.

For those attending a conference this season, you will be able to pick up a copy of the survey there and hand it in before you depart. For those who will not be at the Island but would like to express their views, the survey will be online at the Star Island website. You can find it at [www.starisland.org](http://www.starisland.org), fill it in, and mail it to the office.

We appreciate your thoughtful responses. Please contact Brad Greeley at [uubrad@aol.com](mailto:uubrad@aol.com), or by mail through the office.

± *Board Subcommittee on the Chapel*



recently graduated from Worcester Polytechnic and has just accepted a position at Raytheon.

**Lisa Heisterkamp Davis** is a ten year Life on a Star conferee and former Chair with her husband Josh. She is an SIC member, serves on the Personnel Committee, and has extensive experience as a manager in human resources. Lisa is also a certified mediator and serves on the Mass Bay District Transition Team.

**Lisa Duncanson** is President of Star Island United Church of Christ and an SIC Board and Corporation member. She has had long involvement with the SIUCC Board of Directors serving in multiple capacities and has attended its conferences for 25 years, serving for three years as conference Chair. Lisa is a Certified Behavioral Therapist working with special needs children.

**Peter Dickerman** is a very long time UCC conferee and a former SIUCC Board member. He has been the UCC Youth Conference Director and is a former Pelican who continues his involvement in UCC youth programs. An SIC member, Peter is currently employed as Unit Director for Brandon, a residential facility for adolescent male youth.

**Karen Mathiasen** is an International Affairs conferee and past chair. She is a business law attorney, an SIC Corporation member, and a member of the Coordinating Committee of the Council of Conferences where she has done yeoman's work in the area of insurance and risk management. Karen serves as a senior lay official of her church, where her duties include (with others) the hiring of clergy and staff.

**Scott Stewart** has been coming to Star since 1969, attending All Star I and Pel Reunion, having been a Pelican for seven years. He is currently serving on the Finance Committee and on a work group studying room and board rates. He is a software engineer for EMC and lives in Alexandria, VA.

**Deborah Weiner Soule**, a former Pelican, served nine years as an SIC Board member, served as Chair of the Development Committee, and served on the Personnel Committee. Currently she serves on the SIC Committee on Appointments. She most often attends All Star I which she chaired with her husband Ben, and Pel Reunion which she co-chaired. Deb is Director of Electronic Communication for the Unitarian Universalist Association (UUA).

These eight people have important work to

do in a short period of time. Since many of the advertisements that have been placed will not appear until August, the Search Committee will be operating on a tight timeline once all applications are received. The following chart represents the highpoints of the search process. Specific details will be worked out by the Search Committee.

**By 7/15** – Establish Search Committee of seven to eight people; Personnel Committee distributes the final job description; position announced and cover letter to sent to the active Shoaler list; additional ads are placed.

**By 7/18** – Board completes any remaining work related to the search.

**By 8/15** – Search Committee meets to discuss its charge and to determine how it will function.

**By 9/15** – Application deadline.

**By 10/15** – Committee meets on morning of Council of Conferences meeting.

**By 10/30** – Committee conducts reference and background (CORI & SORI) checks and selects finalists.

**By 11/15** – Presentation of candidates to the Board of Directors.

**By 11/25** – Board decision and offer of position; negotiations complete.

The Search Committee looks to Shoalers for support. Please let qualified individuals know of the search and encourage them to apply. If you have questions or suggestions for the Committee, contact Ron Cordes, Chair, SIC Search Committee by emailing [search@starisland.org](mailto:search@starisland.org) or writing to him in care of the Star Island Office.



## Passages

### Births

**Marcus Everett and Jordan Corrine Dupree**, twin son and daughter of Jon and Liz Dupree, born July 18, 2004.

**Courtney Elizabeth Carleen**, daughter of Chris and Phyllis Carleen, born November 20, 2004.

### Marriages

**Erik Cordes & Kristi Montooth**, October 23, 2004.

**Nancy Adams & Ed Rutledge**, April 9, 2005.

**Nathan Eddy & Clare Dowding**, June 18, 2005.

### Deaths

**Maynard R. "Slim" Lovely** passed away on March 26, 2005. Inspired by his mother-in-law Leah Smith, Slim and his family have maintained a connection to Star throughout the years. He is survived by sister Roberta Lovely Smith, son Peter M. Lovely, and two grandchildren. He was predeceased by his wife Barbara (Smith) Lovely and children Richard A. and Robin Lovely. Memorial donations in his name may be made to Star Island Corporation.

**Walter Staubi** passed away on March 28, 2005. Walter attended RE week since 1973, and for many years attended Arts as well. He is survived by his wife Doris Staubi, his children Karen Staubi Robie and John Staubi, and six grandchildren.

**Allis Ditmar (Bailey) MacNeill** passed away on April 6, 2005. Allis, a devoted conferee for over 42 years, worked in the Gift Shop and Vaughn Cottage. She is survived daughter Susan H. (Isaacs) MacNeill; son Richard C. Bailey; three stepchildren Catherine J. Jordan, David L. MacNeill, and Kenneth C. MacNeill; three grandchildren, and great-grandchildren. A memorial fund in her name is dedicated to Vaughn Cottage operating costs.

**Richard "Dick" Deering Case, Sr.** passed away on June 1, 2005. Dick served on the SIC Board and three times as Chair of LOAS. Predeceased by his first wife Nancy Atherton, he is survived by his second wife Nans Case; sons Richard "Dick" Case, Jr. and Charlie Case; four grandchildren; two stepsons Peter M. Shoults and Roy C. Shoults; and their families.

## Executive Director Sought

The Star Island Corporation, a not-for-profit 501(c)3 organization with offices based in Portsmouth, NH seeks qualified candidates for the position of Executive Director to begin no later than January, 2006.

Star Island is an educational and religious conference center located on one of the historic Isles of Shoals off the New Hampshire/Maine seacoast. Star Island is owned and operated by the Star Island Corporation, and serves a primary constituency of Unitarian Universalist and United Church of Christ members of all ages who attend a variety of summer conferences from mid-June to early September. The Executive Director is responsible for leading the Star Island Corporation and administering its offices, an annual budget of \$3.5 million, conference center operations, and our relationships with other seacoast communities.

QUALIFICATIONS: B.A. or B.S. degree and

5 to 8 years experience leading people and managing budgets in an organization serving multiple constituencies. Candidates must be able to demonstrate personal and professional ability to affirm and uphold the values and spiritual significance of this small, close-knit community on the historic Isles of Shoals.

For more information about the position and Star Island please contact [search@starisland.org](mailto:search@starisland.org). Applications by email to this address are preferred. They may also be sent to the address below. The application deadline is September 15, 2005.

Search Committee  
Star Island Corporation  
10 Vaughan Mall, Suite 8  
Worth Plaza  
Portsmouth, NH 03801

Star Island is an equal opportunity employer and does not discriminate in regard to race, sexual orientation or gender identity.

# Star Island Corporation

10 Vaughan Mall  
Suite 8, Worth Plaza  
Portsmouth, NH 03801-4047

Phone: 603-430-6272  
Fax: 603-430-6270  
Email: [hniles@starisland.org](mailto:hniles@starisland.org)

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