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Unitarian-Universalist Church of Nashua, NH (UUCN)

Meeting of the Board of Trustees

January 10, 2017

Present: Members: David Hudson, Lance Pratt, Mike Wilt, Mary Licking, Ellen McCormick, Steve Hedges, Brenna Woods, Jodie Holway, and The Reverend Allison Palm. Excused: Rick Spitz. Guest: Elizabeth Lewis (for the duration of the Stewardship Committee discussion).

Brenna performed the chalice lighting. A check-in was performed. Timekeeper was Jodie.

Jodie left the room.

The BoT members expressed awareness that there is a BoT vacancy for a position with a term that expires on June 30, 2017, that UUCN documents allow the BoT to appoint a UUCN member to fill that vacancy (such an appointment is known as an interim appointment), and that Nominating Committee has been consulted by the BoT on this matter. A motion carried made by Mary and seconded by Lance to approve the BoT appointment of Jodie Holway to serve as a member of the BoT.

Jodie entered the room, was informed of the results of the vote, indicated acceptance of the interim appointment, and the members welcomed Jodie onto the BoT.

Elizabeth Lewis gave an update on the Stewardship Team plans for January through April, the theme being, Building Together, and the effort will tie into the Strategic Plan. This report follows the initial report given to the BoT at its regularly scheduled December 2016 meeting. Three gratitude oriented events are planned for January 2017 that feature light food, beverage and stewardship discussion. Thirty-one (31) UUCN members and friends attended the event held on January 7th. Thirty-four (34) UUCN members and friends are signed up for the event on Friday, January 13th and forty-two (42) UUCN members and friends are signed up for the event on Sunday, January 29th. BoT members are asked to consult the e-mail sent out regarding the times BoT members are to report to the event they signed up for to either set-up and/or clean-up. This year's Stewardship Drive extends from January 5th through the end of February. March 12th at 7 pm is the phone-athon associated with the Stewardship Drive that the Stewardship Team and the BoT members will participate in. The phone-athon contacts UUCN members and friends that have yet to respond to the Stewardship Drive. On that night of March 12th, phone-athon participants are also invited to the Body and Soul service scheduled for 5 pm and the supper that follows. The goal of the Stewardship Drive is to raise \$335K for the operating fund of UUCN from 185 pledge units (the current number of pledge units stands at 180). The end of January is the deadline for BoT members to submit pledge forms. The UUCN Services Auction is on April 1st. A few copies of a draft pledge packet were available to the members of the BoT for review. BoT members offered feedback which was overwhelmingly positive. A feature of the packet is its departure from the packets of previous years.

A highlight of the BoT feedback regarding the Stewardship Drive update report had to do with approach. What about talking to people in a more intimate setting about the giving goal of 5% of one's income? The thought is that approach opens a dialogue and the church may learn about what people think of the 5% goal. The advantage of that approach is that it is a way to make people more comfortable and not pressed. It was learned that the Stewardship Team intends next year to do more one-on-one conversations. The BoT was encouraged to contact the Stewardship Team with any further feedback.

David led the discussion regarding the Invested Funds Committee (IFC) Policy Review. The focus

DRAFT

at this meeting is discussion and approval of the IFC Establishment Policy (aka IFC Investment Policy v3c)[see attached markup version that shows the result of the motion at end of this paragraph]. Highlights of the discussion included 1) The idea that the BoT is aware the UUCN Bylaws refer to the Investment Review Committee. As part of the ongoing Bylaws reviews, presumably that reference will be dropped from the Bylaws at some point. Invested Funds Committee (IFC) is the new name specified in this document the BoT is currently reviewing. 2) The traditional way information has flowed from the Investment Review Committee is by a report to the UUCN Annual Meeting. However, the Committee (newly named the Invested Funds Committee) is a committee of the BoT and as such, has an obligation to report to the BoT. 3) Upon approval of the Establishment Policy the BoT is working on at this meeting, the terms for positions on the IFC are set. Each IFC member, except for the Cemetery Treasurer whose term is determined by the Nashua Cemetery Association Bylaws, will serve a maximum of three terms comprised of three years each. However, the matter of the initial staggering of the terms is not set by the BoT. That task of determining how the terms are to be staggered is a matter for the IFC to propose and submit to the BoT for approval. With the ongoing UUCN Bylaws changes effort in mind, the question was raised about the BoT's opinion on term limits for members of the Nashua Cemetery Committee. The consensus of the BoT was yes, term limits for members of the Nashua Cemetery Committee is an acceptable idea. 4) Other changes as shown in the attached Proposed IFC Investment Policy v3c (aka IFC Establishment Policy). A motion carried made by Brenna and seconded by Steve to approve the UUCN Establishment Policy of the IFC as amended.

The Reverend Palm gave the Minister's Report (see attached), including the Budget versus Actual Financial statement for January 2017. Some metrics regarding last year are included to facilitate understanding. The BoT was encouraged to view the website developed by the Director of Faith Formation (DFF) Search Team which is scheduled to launch today. The DFF Search Team put much time and effort into building the website (see attached for URL). The UUCN also has a new website at uunashua.org. BoT members are encouraged to use and to report issues they may encounter involving links that do not work. The Reverend Palm answered a question about the link to koober.org from the new website, mentioning that there were multiple reasons for a delay in deploying the link including copyright considerations, but that the site has been available by typing in koober.org. In December, there was a heating issue regarding the Sanctuary and Parish House. Mike Wilt expended several hours' time and effort addressing it with the result that the larger part of the problem is fixed, and a lesser issue related to heating remains unresolved. There was urgency involved because a wedding was scheduled, and a result of the repair was heat for that event. There is a pulpit swap mentioned in the report that the Reverend Palm is scheduled to participate in on January 22nd. The agreements in place regarding the UUCN and its minister make no mention of pulpit swaps. It is commonplace for pulpit swaps to be mentioned in agreements for other UU congregations and their ministers. The pulpit swap scheduled for January 22nd is to proceed on the idea that the UUCN agreements in place presume that such an activity is allowed. At the 5:30 pm Christmas Eve service there were a lot of visitors. In 2017, when Christmas Eve is on a Sunday, the plan is to have a 10 am service and to have one evening service. The Membership Report is part of the Minister's Report because the Monitoring Table sets its frequency at twice per year (this one is the first of the two). The reason that a number is not included for members removed for not meeting the UUCN membership requirements is that none has been reported under that category to the Annual Meeting for about four years.

The Reverend Palm and husband have made own travel arrangements to Washington DC to attend the Women's March and related events that are scheduled to take place starting the day after the Presidential Inauguration. Those arrangements include a stay using the UU Home Hospitality program. Separately, 45 UUCN members and friends are traveling to the March in a bus and the Reverend Palm intends to march with them. The Reverend Palm plans to send a letter to the bus travelers providing information about events of interest to UUs that are going on in the Capitol Region that they are invited to attend.

DRAFT

Under New Business, David led the discussion regarding recent efforts by the UUCN Black Lives Matter Team. The Black Lives Matter Team has performed research into the UUA's initiatives regarding the Black Lives Matter movement. One of the recommendations of the UUA is for congregations to hang a banner on their property that says, Black Lives Matter. One of the objections that has been encountered in other congregations is based upon the idea held by some that when we give focus to one group, such as blacks, in the way that is proposed, persons who identify in a racial group other than black will lose some of their power. The term "white fragility" came up in the discussion. For your information, Robin DiAngelo, an educator, in a 2011 article defined white fragility in part as "a state in which even a minimum amount of racial stress becomes intolerable". Some of the Black Lives Matter discussion that occurred at the January 7th UUCN Stewardship Team event was reviewed and there were multiple opinions expressed. A motion carried made by Steve and seconded by Jodie that the Black Lives Matter Letter of Support (see attached) be signed by the BoT members and sent out to the congregation.

A Covenantal Check Out was performed. Discussed was what worked well at the meeting, what did not work, whether there are lingering questions or concerns, and how are we working as a group.

Jodie gave the Timekeeper' Report. The

Reverend Palm gave Closing Words.

A motion passed made by Lance and seconded by Steve to adjourn.

Upcoming issues: 1) required 501c3 revisions that have been approved but not submitted (but is expected to be submitted in September 2016, this month) and 2) IFC policy review: How do we handle existing mental health fund? (pre-existing donation; May '15 policy proposal).

In the "Parking Lot" (issues for which consideration is to occur at a date yet to be determined): 1) BoT job descriptions & the assessment of the presidential funnel (the pipeline and related issues), and 2) Donation Policy, the discussion of which began in May 2015 but remains unresolved.

Volunteers slated for BoT tasks are named in Lists #1 and #2 below. List #3 below includes upcoming dates of events and List #4 describes attachments to these minutes. Lists #1 through #4:

List #1 Words of Welcome & Church Service Announcements: **Note: The December 25th service welcome duties were performed by Worship Associates. The vacancy for January 8th was filled between meetings with the result that Brenna performed the Welcome for that date** January 15 Steve, January 22 David, January 29 Ellen, February 5 Lance, February 12 Steve, February 19 blank, February 26 blank, March 5 & 12 are blank, March 19 Mary.

List #2 Chalice lighting: January 10th – Brenna, February 14th – Steve, March 14th - Lance, April 11th - Brenna, May 9th – Ellen, June 13th – Jodie. Timekeeper schedule: January 10th – Jodie, February 14th – Lance, March 14th – Mary, April 11th – Lance, May 9th – Brenna, June 13th - Steve.

List #3 Upcoming Dates: Event Dates Listing:

Friday, January 13, Stewardship Team presentation to congregation with BoT assist set-up / clean-up

January 15, Martin Luther King and Black Lives Matter service with hanging of Black Lives Matter banner in church

Sunday, January 29, Stewardship Team presentation to congregation with BoT assist set- up/clean-up

DRAFT

Tuesday, January 31, Deadline for BoT members to submit (to Stewardship Drive) pledge forms

Sunday, February 5, Stewardship Drive Kick-Off at church

Tuesday, February 14, Next BoT meeting at 7 pm, Youth Room

March 12th, Stewardship Committee phone-athon with BoT assist at 7 pm, White Wing

March 18th, Leadership Summit, [BoT co-hosts], 8 am to 12 noon

Saturday, April 15, Church Auction to raise \$10,000 for operating fund with rest designated for community outreach

List #4 Attachments to these minutes: 1) Proposed IFC Investment Policy v3c (aka IFC Establishment Policy v3c) [markup version that shows results as of close of this meeting], 2) Minister's Report for January 9, 2017, including the January 2017 Budget versus Actual Financial statement, and 3) Black Lives Matter Letter of Support dated January 10, 2017.

Minutes submitted by,

Mary Licking, Clerk,

Unitarian-Universalist Church of Nashua, NH

Approved by the UUCN Board of Trustees: <January 10, 2017>

PROPOSED: v3c + Jan 10 BoT edits **UUCN Establishment Policy of the Invested Funds Committee (IFC)**

Recognizing the need for a focused, long-term strategy to manage the UU Church of Nashua's endowment and invested funds, the Board of Trustees (BOT) hereby creates the Invested Funds Committee (IFC) ~~in accordance with Article 11—Invested Funds of the UUCN Bylaws.~~

Mission of the IFC

- The IFC will be responsible for the oversight and investment of church funds.
- The IFC will follow the Investment Strategy of the UUCN Invested Funds Committee, recommend changes as appropriate and advise **the Board of Trustees** on investment matters.
- The IFC will advise the BOT on selecting and approving investment managers.

IFC Membership

- IFC membership will be a minimum of five members.
- The Minister, President and Treasurer are encouraged to attend in an advisory capacity and will be copied on all IFC communications.
- As IFC meetings are open to any voting church members - they are most welcome to attend any IFC meeting.
- One of the five members will be the Cemetery Treasurer who will oversee the cemetery funds, will be elected in accordance with Article 10 - Nashua Cemetery Association of the UUCN Bylaws, and will serve as a full member of the IFC as long as the cemetery funds are co-mingled with the church funds.
- All other IFC members will be voting church members and will be selected and approved and serve at the pleasure of the BOT.
- One IFC member will be selected by the IFC members to serve as IFC Chairperson.
- One IFC member will be selected by the IFC members to serve as Clerk of the IFC.
 - The Clerk will prepare, circulate and keep meeting minutes and IFC membership status records.
- Each IFC member shall have one vote on all IFC decisions.
- Each IFC member will serve a maximum of three, three-year terms **with the exception of the Cemetery Treasurer.**
- IFC member terms will be staggered, beginning upon approval of this policy by the BOT, with **initial terms of one, two and three years**~~terms to begin the staggering.~~
- **Upon approval** initial staggering of IFC membership terms will be determined by the IFC ~~upon approval of this policy by the BOT and submitted to the BoT for approval.~~

IFC Operation

- The IFC shall meet a minimum of four times per fiscal year. Meetings will be guided by the spirit of "Robert's Rules of Order" and the UU Seven Principles.
- At each meeting the IFC will review investment performance and evaluate existing policies as needed.
- The Clerk will prepare and circulate to all attendees a meeting report to include attendance, activities and decisions.
- The Clerk will prepare a brief IFC Quarterly Meeting Summary for the President and the Board of Trustees.
- The IFC Chairperson will;

Approved by the UUCN Board of Trustees: <January 10, 2017>

- Prepare an IFC annual report for the UUCN President before the annual meeting.
 - Report to the Minister and President a recommended ~~an~~ annual dollar withdrawal amount.
- The IFC will report to the Minister a recommended annual dollar withdrawal amount to be used for budgeting purposes for the succeeding fiscal year by March 1 of the current fiscal year.
 - The annual dollar withdrawal amount will be calculated based on the current year December 31 market close.

Minister's Report to the Board of Trustees
Rev. Allison Palm
UU Church of Nashua, NH
January 10, 2016

1. WITHIN

The Unitarian-Universalist Church of Nashua is a spiritual home where members and friends experience personal transformation by: Participating in varied and meaningful common worship that nurtures, challenges, and inspires; Exploring religious values and discovering individual truths; Joining in fellowship with other members and friends.

- Average Sunday attendance this year: 189 (not including services on Christmas and New Year's Day). Last year at this time was 209.
- We have had five Body and Soul services this year, with an average of 21 in attendance.
- We held two Christmas Eve services again this year, one at 5:30pm and one at 7:30pm. There was a combined attendance of 281 at the two services. Last year's combined attendance was 322. (2014: 226; 2013: 238)
- We began an experiment with Joys and Sorrows on January 8 using "Candles Cards" instead of open mic. I've received only limited feedback so far, but most has been positive. We will be trying this at least through the end of the church year.
- Children and Youth Faith Formation registration remains steady at 73 (last year ended with a registration of 101), with an average Sunday attendance of 44.
- TUUsdays have continued, with an average attendance of 5 (ranging from 1-11).
- The DFF Search Team will be posting advertisements for the position this week. We have put together an extensive website with info for candidates. You can take a look at it here: <http://uucndffsearch.weebly.com/>.

2. AMONG

The Unitarian-Universalist Church of Nashua is a welcoming religious community for all ages where we live our mission by: Creating a beloved community where we minister to one another; Supporting and respecting one another in our daily lives and our religious journeys; Generously giving of our time, talents, and money; Being good stewards of our church resources in pursuit of our mission.

- The Stewardship Team held their first "Stewardship Feeds" event on January 7, with over thirty people in attendance despite the snow. Two more are planned for Jan. 13 and Jan. 29.
- The Property Team has completed both an interior and exterior assessment of needs in our building. They will be making a list of priorities for the next few years in the coming months.
- Leadership Development is planning a "Roadmap Check-In" and "Google Docs 101" class for January 28th.
- The PR Team is struggling, and we are looking at turning it into a Communications Team, perhaps with participation from AV as well, which has a broader scope.

3. BEYOND

The Unitarian-Universalist Church of Nashua is a beacon of liberal religious thought and action, making a positive impact in our neighborhood and in the world by: Promoting our values and programs so that others will hear our voice and have the opportunity to join us; Welcoming people who are seeking a spiritual home and personal transformation; Partnering with other congregations and institutions in advocating for and promoting social justice; Actively participating in regional (Northern New England District) and national (Unitarian Universalist Association) Unitarian Universalist programs and activities.

- We have a new website! I hope you have taken a look at it. If you see any errors or have any questions, please direct them to Sherri.
- Our Social Justice leadership has chosen Black Lives Matter as our focus issue for the next couple of years, and will be offering a variety of opportunities for learning and action. Part of their plan is to put up a banner, first inside and then outside of the church. I have attached their full plan for the next couple of months below.
- A number of ministers from New Hampshire are working to put together a UU State Advocacy Network. I am one of the folks in that group. I am including the letter we sent out to our fellow colleagues and all the Social Justice chairs in the district below. We are having an organizing meeting on January 14 in Concord. All are welcome.
- The Social Justice Leadership Team is working on figuring out a working structure for Social Justice in the congregation. This leadership group has had a very loose definition in the past.
- I met with the Outreach Offering Team for the first time just before Christmas. They are working on some ways to make their work more transparent, and to make space for new people to come in.

4. CHILDREN’S WINTER GARDEN WITH WHITE WING SCHOOL

- Current enrollment is steady at 63
- Finances continue to look good. There have been no major unexpected expenses. The Board was able to give holiday bonuses to the staff as a thank you for all the extra work they did for the move.
- The Board has been focusing on getting programs and prices for next year sorted out so that pre-registration can begin.

5. FINANCES

Income is beginning to catch up with expenses. We are 53% of the way through this year. Income is behind at 44.37%. Expenses are slightly less behind at 48.77%. You’ll see that end of the year giving cut the gap between income and expenses in half since last month.

	Actual	Budget	Percentage
INCOME			
Endowment	\$65,778.87	\$133,946.00	49.11%
Fundraisers	\$1,800.00	\$11,800.00	15.25%
Outreach Collections	\$18,154.91	\$35,000.00	51.87%
Pledges	\$135,300.39	\$310,000.00	43.65%
User Fees	\$3,681.97	\$6,000.00	61.37%
CWG-WWS Contribution	\$8,400.00	\$28,000.00	30%
Other Income	\$70.53	\$800.00	8.81%
TOTAL INCOME	\$233,186.67	\$525,546.00	44.37%

EXPENSES			
<i>Programs</i>			
Music & Worship	\$5,256.86	\$9,800.00	53.64%
Faith Formation	\$1,156.69	\$6,350.00	18.22%
Membership	\$1,809.62	\$3,585.00	50.48%
Social Justice	\$13,295.73	\$39,300.00	34.27%
Leadership Development	\$50.00	\$500.00	10%
Discretionary Funds	\$589.69	\$2,000.00	29.48%
Total Programs	\$22,158.59	\$61,535.00	36.01%
<i>Operations</i>			
Administration	\$16,381.65	\$35,844.00	45.70%
Communications	\$1,328.98	\$3,300.00	40.27%
Stewardship	\$188.27	\$1,800.00	10.46%
Denomination	\$21,172.00	\$21,172.00	100%
Property	\$42,763.70	\$85,200.00	50.19%
Total Operations	\$81,834.60	\$147,316.00	55.55%
<i>Staff</i>			
Minister	\$58,829.34	\$123,932.00	47.47%
Director of Faith Formation	\$37,395.07	\$76,719.00	43.35%
Music Director	\$7,845.51	\$16,516.00	47.50%
Membership Coordinator	\$7,570.02	\$15,906.00	47.59%
Church Administrator	\$20,526.51	\$41,783.00	49.21%
Bookkeeper	\$2,156.74	\$4,575.00	47.14%
Sexton	\$13,818.33	\$27,420.00	50.40%
Child Care	\$2,580.48	\$4,468.00	57.75%
Coffee Crew	\$625.06	\$905.00	69.07%
Total Staff	\$151,734.99	\$312,224.00	48.77%
One-Time Expense: DFF Search	\$336.67	\$4,000.00	8.42%
TOTAL EXPENSES	\$256,064.85	\$525,075.00	48.77%
Difference	-\$22,878.18	\$471.00	

6. SCHEDULE

- I will be in Washington, DC for the Women's March from the evening of 1/19 to the evening of 1/21.
- 1/22 is a pulpit swap. Rev. Barbara from Milford, Rev. Patrick from Manchester and I will be doing a three-way swap. Patrick will be preaching here, I will be in Milford and Barbara will be in Manchester. This is part of our effort to foster more interaction between our three congregations. We will be doing a second such swap in May.

7. MEMBERSHIP REPORT

This is my first Membership Report (as per the Monitoring Table). Please let me know if there are other numbers you were hoping to see in this report:

Current number of voting members: 283 (last year: 268)

Current number of members: 396

Current number of pledging units: 180 (last year: 175)

Visitors so far this year: 141

ATTACHMENT: Black Lives Matter Plan for Jan/Feb

1/3: BLM Team members will lead TED Talk T-UU-sday. The talk will be by Bryan Stevenson, author of "Just Mercy"

1/7, 1/13, 1/29: BLM Team members will speak about BLM as focus issue for the congregation at the three "Stewardship Feeds UUCN" events

1/15: I will partner with the BLM Team to lead a worship on "Modern-Day Prophets of Racial Justice." We will introduce Black Lives Matter/Racial Justice and the focus issue for UUCN for the next few years. We will have a Black Lives Matter banner hanging in the sanctuary, and introduce the congregation to the idea of hopefully hanging it outside after the service on February 5.

BLM Team will have a handout: 5 ways to engage with BLM in the next 5 months. We will make it clear that this is the beginning of a conversation about racial justice, not the end.

After the service, we will hold a forum. There will be some presentation from the BLM Team, and some time for conversation and reactions from the congregation.

1/22: Rev. Patrick McLaughlin will preach. He is the minister from Manchester, NH. They have had a banner up for over a year. He will speak to their experience. The banner will continue to hang in the sanctuary.

After the service, we will hold a second forum, identical to the one on the 15th.

1/29: I will work BLM into my sermon again (on the positive side of self-fulfilling prophecies).

2/5: I will preach my Stewardship Sermon on "Building Together."

If it feels like we are ready, as an example of our vitally important work, I will talk a little about the BLM initiative and ask people if they are ready to move the banner outside. I will invite folks to join me to bless and hang the banner at 11:15. The Faith Formation classes will come out to join us.

From 2/6 on....We will begin the work of living into the message of the banner. The BLM Team is planning for opportunities for education and action. Two definite plans: an 8-week workshop on White Privilege; a series of house viewings of the movie *13th*.

ATTACHMENT: UUAN NH Letter

To seek justice, to work for the Beloved Community is simply part of what it means to be a Unitarian Universalist. Faith exists by mission as a fire exists by burning. Our faith gives us a place to stand in the midst of a world that seems to have lost its way. -Rev. Richard Gilbert

Dear XXXXXX,

Between 2005 and 2008 New Hampshire Faithful Democracy was a network that worked to advance UU values by organizing workshops, rallies, and call-ins. Through Faithful Democracy, several UU ministers testified before the NH House and Senate on bills related to civil unions. Faithful Democracy's work helped make marriage equality a reality in NH. But with the success of this victory, the state network ceased to be active. We once again see the need for a statewide legislative action network.

In this time of political upheaval, we need to uphold UU principles through social action. There are 22 states that currently have statewide UU action networks. With the current state legislature and governor elect, NH needs as many people as possible working for our values in the public square. Many UU ministers received an email from UUA President Morales urging us to “play defense” and respond quickly to acts of the government. A statewide network will help us do this. We will help NH UUs make their voices heard by getting legislative news out to congregations and individuals, holding workshops on effective lobbying, encouraging each other to act on our values politically, and winning legislative victories that defend our values.

There will be an organizing meeting on Saturday, January 14 th at the Concord, NH UU Church from 9am to noon. We invite each NH UU congregation to send one or more representatives. Some of our tasks for this first meeting will be to answer the following questions:

- What social justice work are UU churches in the state already doing? How can we work together to amplify this work?
- What interfaith or community based advocacy groups do churches already belong to? What state-wide coalitions can we form to advance our values?
- What work should we do together as a state network?
- What shall we call ourselves?

We hope that as minister or board chair of your congregation you will be actively involved in our efforts. At this time we ask that you publicize our organizing event on January 14 through your newsletters and e-bulletins. We also ask that you forward this to the chair of your Social Justice/Action Committee, if you have one. If neither you nor any representative of your congregation can attend, please still contact us so that we can work with your congregation on future dates.

Please reply to this email and include the name and contact information of a member of your congregation who is willing to be the contact person for our Action Network.

In faith,

Rev. Linda Barnes,
Star King UU Fellowship

Rev. Emily Burr
UU Congregation of Franklin

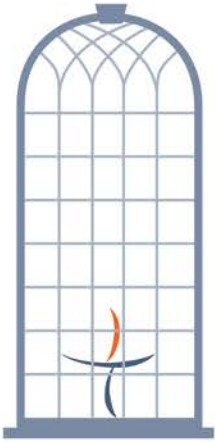
Rev. Lyn Marshall
UU Church of Concord

Rev. Diana McLean
Peterborough UU Church

Rev. Patrick McLaughlin
UU Church of Manchester

Rev. Allison Palm
Tristan Husby
UU Church of Nashua

Unitarian-Universalist Church of Nashua



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January 10, 2017

The Board of Trustees of the Unitarian-Universalist Church of Nashua hereby issues its enthusiastic support of the Black Lives Matter movement. We are thrilled that our Social Justice Team has chosen to champion this cause. We all have much to learn.

The choice was a simple one. Our faith and our values are rooted in principles of fairness and equity for all. Indeed, our first principle explicitly calls out the inherent worth and dignity of every person. There are no qualifiers, exclusions, or exceptions.

We understand that some folks see the Black Lives Matter movement as controversial, as if valuing people of color somehow devalues other lives. We believe all our lives are devalued as long as skin color still leads to different treatment for some and different outcomes for others. Sadly, bias and injustice still exist. Whether that injustice is hidden or overt, cruel or subtle, quiet or loud, we can no longer sit idly by. It is long past time for us, all of us, to turn our attention to this old, resilient scourge.

Indeed, silence itself can no longer be tolerated. Therefore, we are proud to add our voice to the growing chorus. May it ring from every hilltop and echo in every alley, “Black lives matter!”

The Board of Trustees of the Unitarian-Universalist Church of Nashua

Black Lives Matter Letter of Support

January 10, 2017

UUCN Board of Trustees signatory page

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David Hudson

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Lance Pratt

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Mike Wilt

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Mary Licking

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Rick Spitz

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Steve Hedges

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Ellen McCormick

//original signed//

Brenna Woods

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Jodie Holway