

ANNUAL MEETING MINUTES

Unitarian Universalist Church of Nashua
For year 2017-2018, held on June 3, 2018

1. Registration of Voting Members in the Sanctuary

1. Clerk Jodie K. Holway registered voting members in the sanctuary
2. Assisted by Hal Holway and Monica Staples
3. 76 members registered, of total 267 in [Clerk's Report](#)
4. Registration started 11:50 am, continued through 12:15 pm

2. Opening Business *(Meeting Agenda: see Appendix A or [link](#))*

1. President of the Board of Trustees David Hudson called the meeting to order at 12:22
2. Clerk Jodie Holway certified that more than a quorum of members was present
3. David Hudson read our church's Purposes from our Articles of Agreement
4. Vice President of the UUCN Board of Trustees Carol Houde lit the chalice
5. Director of Faith Formation Sadie Kahn-Greene led us thoughtfully through a remembrance of congregants we lost in the past year
6. David Hudson framed the meeting logistics and procedures
 - i. Bob Sampson was appointed Parliamentarian, in case questions around Robert's Rules of Order need to be resolved
 - ii. David Hudson explained the system of using three microphones during open discussion of questions, just as the UU General Assembly does:
 1. Approach the Pro or Con/Questions microphone to be recognized by the chair to speak on the current question, or approach the center microphone to raise questions of procedure, e.g. to call the question which ceases discussion and forces an immediate vote
 2. Members wishing to speak will be recognized first, then any visitors wishing to speak will also be recognized by the chair
 - iii. The full list of [2017-2018's annual reports](#) from the Board of Trustees, teams, and committees was presented for approval by the congregation
 - iv. **MOTION** to accept these reports as-is, known as the Consent Agenda **MOVED** by Bill Kennedy, **SECONDED** by Kathy Grossman, **MOTION CARRIED**
7. The congregation read our Evolving Covenant of Right Relationships, in unison

3. Resolution: Rev. Stephen D. Edington, Minister Emeritus *(see Appendix B or [link](#))*

1. Discussed the contributions to our church by Reverend Steve over his 24 years here
2. Observed that this honor would not impact our existing Minister Emeritus, Rev. Don Rowley
3. Naming Rev. Steve as a Minister Emeritus would give him a few privileges:
 - i. Attendance and voting rights at General Assembly
 - ii. His name on UUCN's letterhead as Minister Emeritus, with Rev. Allison's name
4. Displayed a photo of Rev. Steve's search committee from 1987, and the congregation applauded the members of that committee who stood in our sanctuary today
5. **MOTION** to accept this resolution **MOVED** by Russ Leonard, **SECONDED** by Sean Chadwick, **MOTION CARRIED**

4. UUCN President's Report, David Hudson (*see Appendix C or [link](#)*)

1. David Hudson's reflections on progress within his term as President of the Board: fully adjusting to policy-based governance, our preschool, Rev. Allison's parental leave, etc.
2. Discussion of the Board of Trustees' focuses, meeting logistics, positive finances, etc.
3. Observations on our Evolving Covenant of Right Relationships
 - i. Try to consider it as a guideline for oneself, not to use on others
 - ii. It lacks a concrete "Resolution Policy" because such a thing doesn't exist
 - iii. Not all conflict can or should be avoided in life; this is just how it works
4. Gratitude to the congregation, past presidents, current board members, and especially to indomitable wife Cindy Hudson

5. Staff Report, Sherri Woolsey and Sadie Kahn-Greene

1. Together Sherri Woolsey, Church Administrator, and Sadie Kahn-Greene, Director of Faith Formation, are PLACE: Parental Leave Acting Co-Executives
2. Presented near-term goals, including a new member database, Google's G-suite training
3. Recognized and welcomed our new hires:
 - i. Molly Yarrington, our Acting Membership Coordinator
 - ii. Ericka Lavalley, our Faith Formation Assistant
 - iii. Sadie Kahn-Greene herself, our Director of Faith Formation
4. Discussed new team structure for Faith Formation volunteers, tasks teams
5. Presented the Gifts and Interests Survey, gave a gentle reminder for all to participate
6. Sadie's Faith Formation focus
 - i. This year was on Youth Group
 - ii. Next year will be on Children's FF, tying into each month's themes
7. Gave training last year on Safe Congregations
8. Will give Active Shooter training in fall of 2018

6. Hymn "Love Will Guide Us", sung by Congregation in unison

7. Resolution: Sanctuary Support Church, Ellen Barr, Sanctuary Support Team (*see Appendix D or [link](#)*)

1. Presentation of what this resolution means and why we should consider it
 - i. New Hampshire's immigrants are now being treated unusually and unfairly, e.g. citizenship checks, detained, told to check in again with plane ticket to leave U.S.
 - ii. Network of churches deliberating now how to step in, 39+ in NH, 79 UU in U.S.A.
 - iii. Participation so far has included vigils, training, and planning
 - iv. Three churches are offering sanctuary, and closest to us is UU Manchester
 - v. Sanctuary Support Team embarked on research: reviewed UUA history, talked with other churches, held discussions, learned from feedback
 - vi. Definition of Sanctuary: a time-honored form of civil disobedience, which involves giving housing to a person facing deportation in their church, a "sensitive location" according to ICE policy, and taking care of all their needs.

- vii. A sanctuary church would need support from many other congregations, and the resolution proposes for UU Nashua to be one.
 - viii. Will giving sanctuary solve the immigration problem? No, but thousands of people in faith communities raising their voices will help raise awareness of the problem.
2. **MOTION** to accept this resolution
MOVED by Ellen Barr, **SECONDED** by Karen Leonard
3. Debate on the question:
- i. PRO statement by Sylvia Lundberg: Immigrant families being scapegoated by harsh statements and campaign rhetoric. Confusion over the recent U.S. government order, so refugees and legal residents and visa-holders are also being badly impacted. UU Manchester would provide refuge and healing and hope.
 - ii. CON/Questioning statement by Russ Leonard: This resolution is back-dooring a more general condemnation of administration's overall handling of immigration.
 - iii. PRO statement by Livia O'Neill: Civil disobedience is a tradition that includes Henry David Thoreau, and the people killed in Selma by the KKK. In a very small way, we can put ourselves out there too, when we see what the administration is doing to vulnerable people. We should support UU Manchester to take on a significantly bigger risk than we will be taking.
 - iv. CON statement by visitor Jo Ann Kaplan (very recently withdrawn membership): This resolution can be interpreted to committing the federal felony of aiding and abetting the harboring of immigrant who's in the country illegally. That is a serious crime, with penalties of up to 5 years in prison. We must be "a nation of laws not men," especially now today with our president acting as if he's above the law. And if we choose to commit felonies, others like white supremacists may choose very different felonies to commit.
There are many other legitimate ways to seek change; this is an order of magnitude different than marching, disturbing the peace, etc.
Each of you may want legal advice about any professional organizations you belong to, because you may have to reveal that you voted for UUCN to support this felony. Urging the congregation today to vote No, or to table for further discussion.
 - v. PRO statement by Billy Parker: Just saw our niece ordained as a UU Minister in West Virginia. Yes this resolution has legal ramifications; yes it is illegal, but it is not immoral. I myself would go to jail for this cause. I merely question why UU Nashua is not striving to become a Level 1 Sanctuary ourselves.
 - vi. PRO statement by Rick Spitz: Rick reached out to an attorney in immigrants' rights and asked about this on behalf of UUCN. Currently the term "Harboring" is not defined in the law; there is ambiguity around whether this means hiding and shelter. This term is being defined in the courts, specifically our First District courts are working on this. So far the feedback is that the risk is relatively minor for people in congregations who provide Sanctuary Support at Level 2, as this resolution proposes. There are possibly stronger risks for the individual people who volunteer, and specific pitfalls for certain actions.

- vii. PRO statement by Kate O'Shea: This sanctuary movement is not about hiding people. On the contrary, it is about telling the story publicly: we will tell ICE and/or we will issue a press release. It is about making this a part of the congregations' life.
- 4. Seeing no further speakers at the three microphones, the Moderator proceeded to the vote on this question.

MOTION CARRIED with near-unanimous support

8. **Financial Reports and Budget**, Lindsey Hedrick, Treasurer (*see Appendix E or [link](#)*)

- 1. In her first year as treasurer, you'd be surprised how much Lindsey is enjoying this job! 😊
- 2. Currently budget surplus will be approx. \$20,000 - \$25,000 for fiscal year ending June 30
- 3. We are a church of dreamers: budget requests were \$618, 000, but we had to whittle these down to give a significantly smaller amount in the FY 2019 budget
- 4. Higher number of pledge units vs. last year, but the income is about the same
- 5. Note the change in method of calculating the UUA's "Fair Share" dues:
 - i. Now a combined total for both the District and the UUA
 - ii. Amount is now a percent of our Operating Expenses, not membership
 - iii. The amount due will be more consistent in the future, after a couple years' increases to get the right level for the new calculation method
- 6. Staffing changes in the budget vs. last year
 - i. More hours for Church Administrator Sherri Woolsey
 - ii. Changes to child care needs thus to its budgeted amounts
 - iii. Rev. Allison now needs a family plan for health insurance
 - iv. Raises to all staff members, though not as high as we wanted, because sadly this was limited by our income from pledges
- 7. Question from Steve Pugh, chair of the Property Team:
 - i. 2017-18's budget currently shows not all of the Property Team's budgeted money is spent, but we will paint the church's exterior very soon, so actual will match budget
 - ii. Property Team requested \$124,000 for 2018-19, but much less was included in this proposed budget: we wanted to put \$25,000 into a capital reserve fund
 - iii. We don't want to burden the congregation of a given year when suddenly our 200 year old building needs a new roof, or other sporadic and large expenses
 - iv. Currently drafting a 20-Year Maintenance Plan, with specific dollar estimates
 - v. Please consider funding Property more in next year's budget, be foresightful
 - vi. Please consider increasing your pledge next year to keep this building functioning
- 8. **MOTION** to accept this budget as presented
MOVED by Lindsey Hedrick, **SECONDED** by Brenna Woods; **MOTION CARRIED**

9. **Long Range Planning Committee Report**, Brenna Woods (*see Appendix F or [link](#)*)

- 1. Our congregation and Board of Trustees wanted to create a 20 year plan, as we reach the midpoint of our last 5-year plan, so we created this LRPC
- 2. UUA gave limited guidance on how to achieve this
- 3. LRPC asked nearly everyone in this room, via teams, committees, and congregants

4. Wearing all their different “hats”, respondents gave a vast amount of input:
 - i. 1,121 suggestions: we are indeed a church of dreamers!
 - ii. Grouped and summarized into 15 common themes
 - iii. Biggest was Property (19% of comments), e.g. how we can increase accessibility, family corner, use existing space, greener, improve technology
 - iv. Second biggest was Beyond UUCN (15% of comments), e.g. outreach, connection, participation, as a physical and financial presence for social justice movements
 - v. The eager focus on social justice was extremely INSPIRING in these interviews!
5. Next steps: Board’s summer retreat will work on what to do with the compiled data

10. **Volunteer Recognition**, led by Molly Yarrington, Acting Membership Coordinator, & David Hudson

11. **Special Youth Recognition** (see [link](#))

Presenting a video of Rev. Allison and baby Olympia!



12. **Nominating Committee Report**, Karen Murray (see *Appendix G* or [link](#))

1. Per our bylaws, this committee fills positions on the Board of Trustees, Nashua Cemetery Association, Financial Records Review Committee, and Nominating Committee itself
2. The committee offered a big thank-you to Ellen McCormick leaving the Board of Trustees, and to David Hudson completing his term as President
3. Our work is accomplished in three phases:
 - i. See what has changed in a new year, what positions need to be filled
 - ii. Meet as many people as possible, start targeting for roles, stay open-minded
 - iii. Make decisions, reach out, describe accurately, offer support

4. Current nominations:
 - i. Board President: Nominate Carol Houde
 - ii. Board Vice President: Nominate Brenna Woods
 - iii. Board at Large: Nominate John Burkitt and Lindsey Sylvester
 - iv. Board at Large: Renominate Rick Spitz
 - v. Nashua Cemetery Association: Renominate Sharon Machado and Kevin Murray
 - vi. Nominating Committee: Renominate Pat Ladew
5. **MOTION** to accept this slate of nominees as presented
MOVED by Karen Murray, **SECONDED** by Jenn Morton; **MOTION CARRIED**

13. **Installation of Officers and Board of Trustees**, by Sherri Woolsey and Sadie Kahn-Greene

14. Closing the Meeting

1. **MOTION** to adjourn this meeting
MOVED by Jim Woolsey, **SECONDED** by Karen Leonard; **MOTION CARRIED**
2. The congregation sang "Peace and Joy" as the chalice was extinguished
3. The time was approximately 2:35 pm.

APPENDIX A: Meeting Agenda

APPENDIX B: Resolution: Minister Emeritus

APPENDIX C: UUCN President's Report

APPENDIX D: Resolution: Sanctuary Support Church

APPENDIX E: Financial Reports and Budget

APPENDIX F: Long Range Planning Committee Report

APPENDIX G: Nominating Committee Report

Agenda for FY 2017-2018 Annual Meeting

Unitarian-Universalist Church of Nashua

June 3, 2018 (v1.0)

Time	Agenda Item	Presenter
11:45	Registration of Voting Members in the Sanctuary	Jodie Holway, <i>Clerk</i>
12:00	Call to Order <ul style="list-style-type: none"> • Certification of Quorum (<i>Clerk</i>) • Reading of Purposes from the Articles of Agreement 	David Hudson, <i>President</i>
12:05	Chalice Lighting	Carol Houde, <i>VP</i>
12:10	In Memoriam	Sadie Kahn-Greene, <i>Director of Faith Formation</i>
12:15	Framing the Meeting <ul style="list-style-type: none"> • Appointment of Parliamentarian • Consent Agenda (see reverse) • Working with three microphones 	David Hudson
12:22	Evolving Covenant of Right Relationships (see reverse)	<i>In Unison</i>
12:25	Resolution: Rev. Stephen D. Edington, Minister Emeritus	David Hudson
12:35	President's Report	David Hudson
12:45	Staff Report	Sherri Woolsey & Sadie Kahn-Greene, <i>Parental Leave Acting Co-Executives</i>
12:55	Resolution: Sanctuary Support Church	Ellen Barr, <i>Immigrant Solidarity Team</i>
1:15	Hymn: "Love Will Guide Us"	No. 131
1:25	Financial Reports & Budget <ul style="list-style-type: none"> • Fiscal Year 2017-18 Summary • Proposed 2018-19 Budget 	Lindsey Hedrick, <i>Treasurer</i>
1:40	Long Range Planning Committee Report	Brenna Woods
2:00	Recognizing Volunteers	Molly Yarrington, <i>Acting Membership Coordinator & David Hudson</i>
2:07	Special Youth Recognition	<i>Video</i>
2:10	Nominating Committee Report & Elections	Karen Murray, <i>Nominating Committee Chair</i>

2:20	Installation of Officers and Board of Trustees	Sherri Woolsey & Sadie Kahn-Greene
2:25	Closing the Meeting <ul style="list-style-type: none"> • Adjourn • Chalice Extinguishing • Peace & Joy 	

Consent Agenda

With a single vote, the Congregation:

- approves the minutes of the 2017 Annual Meeting, held on Sunday, June 4, 2017 as submitted by the Clerk, and
- accepts and places on file the reports of the following:

Leadership Reports:

Clerk's Report, Minister's Report, and President's Report;

Committee Reports: *(committees report to the Board of Trustees or Congregation)*

Cemetery Trustees, Financial Records Review, Invested Funds Committee, and Nominating Committee;

Team Reports: *(teams report to the Executive Director or a staff member)*

Children's Winter Garden with White Wing School, Communications, Faith Formation, Leadership Development, Leadership Development, Music, Pastoral Care, Property, Membership, Shared Ministry Team, Stewardship, Social Justice, Worship Associates, and Simple Gifts Coffee House.

NOTE: These reports are available on the church website here:

<https://uunashua.org/about-us/our-governance/annual-meetings/2018-annual-meeting-documents/>

Mission of the UU Church of Nashua

The mission of the Unitarian-Universalist Church of Nashua is to engage people in a search for truth and meaning within a supportive liberal religious community that encourages personal and spiritual growth, embraces diversity, and promotes social justice.

Evolving Covenant of Right Relationships

Our church is a unique community where we aspire to personal and spiritual growth, and to learning new ways of being in relation to one another. Mindful of your inherent worth and dignity, I do covenant to: bring my best self to this place; listen intently; speak honestly and thoughtfully; trust in your good intentions and recognize that my actions and words have an impact regardless of my intentions; and when I fall out of covenant, I will ask for help and be open to loving guidance to restore my relationship with you.

Minister Emeritus Resolution

WHEREAS the Unitarian Universalist Church of Nashua wishes to honor the long and meritorious service of Rev. Stephen D. Edington who served this congregation with dedication and distinction;

WHEREAS Rev. Edington ministered to the members and friends of this congregation for over twenty four years, sharing our triumphs and our heartbreaks, our laughter and our tears, and walked with us through the phases of our lives;

WHEREAS his many stories of Beat poets, the often-elusive glory of the Red Sox, and the transformative power of 1960's rock & roll were a familiar comfort to us all;

WHEREAS Rev. Edington lived his values by serving the greater Nashua community in a variety of capacities and offered a courageous voice on a multitude of progressive social justice issues;

WHEREAS Rev. Edington continues to represent the very best of Unitarian Universalist principles through his words, deeds, and actions;

Therefore be it resolved and known throughout the land that from this day forth Rev. Stephen D. Edington shall be granted the designation of *Minister Emeritus*.

Approved this 3rd day of June, 2018 by the members of the Unitarian Universalist Church of Nashua, NH at their annual meeting.

Unanimous Board Motion of March 13, 2018: *I move the above Minister Emeritus resolution for Rev. Edington be approved by the Board of Trustees and brought before the congregation for a vote.*

2017-2018 President's Report

Unitarian-Universalist Church of Nashua

June 3, 2018

My name is David Hudson and my pronouns are he, his, and him. This is the last year of my term and I can't tell you how honored I've been to serve as President of this congregation for the past three years.

I am constantly humbled by all the work I see so many of you doing to build this church, support our community, and advocate for social justice. We are clearly so much more than these walls and Sunday services.

In addition to giving you an update on the board's activities this year, I also want to take a brief look back at the past few years. To that end I'd like to start by asking you to cast your mind's eye back to the summer of 2015. It was the summer of love and Frankie Valli *Couldn't Take His Eyes Off You*. Wait, I may have gone back too far...

When I started, we had just called a new minister. We still had an interim Director of Faith Formation and our preschool was struggling. Since then, Allison has settled in and even expanded her family, we searched for a permanent Director of Faith Formation and found Sadie, we successfully combined our preschool with a sister school, developed a Safe Congregations Policy, expanded our staff, and so much more. Plus, we did all of this while delivering our "everyday" programs and services.

At the board level, we oversaw two rounds of bylaws changes, made eighteen changes or additions to our Board Policies, formalized our relationship with the Invested Funds Committee (IFC), expanded our parental leave policy, agreed to deepen the role we should play in some personnel-related matters, and created a Long Range Planning Committee.

I think I would characterize the past few years as "getting our house in order" and "tying up some loose ends" on the governance front. When this church called Rev. Palm, we asked her to serve as our minister and our Executive Director under a policy based governance model. Together, we have worked hard over the past few years to delineate just what that means in practice. It is easy to have all sorts of theoretical ideas about how

things will work, but it isn't until you actually live your policies that you learn just what that means.

I'm happy to report that it feels as if we are at the end of that process, and probably have been for most of this year. There is a great deal of clarity about who does what and everything seems to hum along like a well-oiled machine. It's no surprise then that Allison's parental leave has gone so smoothly.

Let's face it; parental leave is not exactly something this congregation has any experience with, yet it has gone off largely without a hitch. I attribute the success to three things.

1. First, true to her character, Allison prepared us well. She thoroughly and thoughtfully laid the groundwork for her absence. She had seemingly considered every angle long before it even occurred to the board to ask.
2. Second, our Parental Leave Acting Co-Executives (Sherri & Sadie) have stepped up and stepped into their expanded roles without skipping a beat.
3. Finally, our shared work over the past few years to achieve clarity on duties, responsibilities, procedures, and policies has served us well. It has been a long time since I've heard someone in leadership (staff or lay leadership) ask who does what. That may not sound like a big deal, but in my humble opinion, any organization that can temporarily but gracefully operate at a high level over many weeks without its chief executive is doing something very, very right.

To that end, I'm willing to declare that the lion's share of our transition to policy-based governance is complete. I used to say that we had one foot in the new model, but the other foot was still in the middle of taking the last step. I'm now ready to say that the second foot has joined the first.

Going forward, the completion of this transition should free up leadership, both the board and the Executive Director, to redirect their efforts. For our part, the board has been able to spend more of its time looking ahead, a task we had been hard pressed to attend to previously.

Now, I still see two potential challenges on the horizon, although I'm not terribly worried about either one.

1. The board must make sure that it does find itself spending less time on rule making and more time looking ahead, listening to our stakeholders, and monitoring our progress towards our goals. I would say the board began that transition this year.
2. It's possible that some of the remaining issues we need to tackle may be thornier and more complicated. It is a paradoxical curse of progress that the more efficient and effective one becomes, the more problems one can tackle. Eventually you start bumping into things that lack obvious solutions, require cultural change, or are just stubbornly resistant to resolution.

Now, with that multi-year perspective complete, let me turn our focus to the board's activities this year. Like many of the teams and committees at church, the board set several goals for itself and you'll recognize many of these themes in the content of this report.

1. We knew we needed to focus more on linkage, visioning, and monitoring, which are the boards three main duties under policy governance.
2. We wanted to do a better job with record retention, storing board documents, etc. This will remain on our to do list.
3. We wanted to make sure we supported the congregation during Allison's parental leave, but no one seems to need any support.
4. Finally, over the long term, we want to review our vision for CWG-WWS and how it fits into the church's larger mission.

In September the board made two significant changes to the way we operated largely in service of that first goal.

1. We voted to permanently extend our monthly meetings by an hour. We'd discovered that our old, two-hour meetings were often filled with reports and administrative issues. We were struggling to find meaningful chunks of time to focus on bigger-picture tasks. The extra hour has been invaluable and I'm pleased to report that we made good use of that extra time.
2. We divided ourselves into three sub-committees so that we might accomplish more between meetings. Initially we organized around our three tasks: visioning, monitoring, and linkage, but as we

progressed through the year we realized that our sub-committees were ideally suited to handle a variety of larger projects and the mandate of each group broadened. Our smaller groups have become a convenient way to handle projects that require a bit more work, research, or attention than we can bring to bear in our monthly meetings.

In general, I am happy to report that things appear to be going well on many fronts.

- As you'll note in the Invested Fund Committee's report, the endowment grew by 4.5%.
- While pledge receipts were roughly flat year over year, the total number of pledging units was up and it follows several years of steady growth.
- Our Executive Director (Rev. Palm) continues to run things prudently and we'll be closing the year with another surplus.
- I continue to see signs of an active, vibrant church community. Indeed, there seems to be more going on around here than I can keep track of.

I do have one topic that I would like to raise before I ride off into the sunset and that's our Evolving Covenant of Right Relationships. It showed up in some of the Long Range Planning Committee's survey data and, from my vantage point as President, I hear it referenced rather often. Both the board and Rev. Palm are aware that there is some more work for us to do in this area. My sense is that we're still struggling with what having this kind of covenant really means and how it might help us when the going gets tough.

I suspect this will be an area requiring some effort and attention in the coming years. However, I do want to make a few personal observations. My comments are my own, but I hope I have earned a few minutes of your time to share my perspective.

- I sometimes hear the covenant used as a club when one or more of us don't feel like we've been treated fairly or well. From time to time I hear us say something along the lines of, "You have mistreated me and that is a violation of our covenant."

- I would prefer us to think of the covenant as a reminder to ourselves, not a guideline for others. We may be hurt, but we should try to assume good intentions. We may wonder if someone else has forgotten our inherent worth and dignity, but we must not forget theirs.
- I think we all struggle with that last sentence about guidance and are waiting for someone to give us a clear, five step procedure that we can follow to make everything better, or a phone number we can call when we need to patch things up.
 - I don't think there will ever be a magical 'Resolution Policy'. I think we do need to discover some tools to help us work through issues, but I don't think there is any secret process out there for us to find.
 - I worry that sometimes we think this mythical procedure will help the other person see what they could have done differently.
 - I question, too, if we think this sentence guarantees some sort of resolution or proof that someone was right and someone was wrong.
- Finally, I wonder if the whole thing gives us the impression that our relationships can always be right. Heck, I'm not always right with myself, much less the people I love, much less the people I'm fond of, much less the people on my committee with those crazy ideas about things.

Let's face it, being in community is hard and no covenant can change that fundamental truth. The covenant, in my humble opinion, is there to remind us just how hard it is and to serve as a guide for how we might think about conflict when it does arrive. I'd also like it to remind us that conflict is not necessarily a bad thing. Even with great intentions, thoughtful debate, and loving hearts, we are still going to disagree on how to change the world or what color the curtains should be. We will win some arguments and lose some, but that is how it works.

I have three more short, personal notes of gratitude to offer.

First, I want to thank you all for the chance to be President. As I noted at the beginning, I have really enjoyed it. There were a few stressful days here

and there, and a minor heart attack, but I'm going to blame that on bad genes and the local Chinese buffet. Overall the past few years have been a great opportunity to serve a congregation that means a great deal to me. I am not a big fan of stuffing envelopes or making calls, but give me something to write or edit, a meeting to plan, or an issue to debate, and I am your man.

Second, I want to thank everyone who has graciously offered advice and guidance when I needed it most, particularly the past presidents. I knew after watching Gary Lerude up here that I wanted to be president some day. While on the board, I served under Lori Goodman, Ellen Fisher, and Harry Purkhiser. I am indebted to their wisdom, grace, and counsel.

Next, I want to end by taking a moment to thank the member's of this year's Board of Trustees for their work on your behalf throughout the year. Not only have they done great work, but they have been a joy to serve with. Believe it or not, I will miss our monthly meetings. They have sustained me, educated me, and made the trip quite a bit sweeter.

Carol Houde, Vice-President

Lindsey Hedrick, Treasurer

Jodie Holway, Clerk

Steve Hedges

Rick Spitz

Brenna Woods

Pam Jordan

Ellen McCormick (who left us a few months ago)

John Burkitt (who joined us as an interim replacement for Ellen)

Finally, I need to thank my wife, Cindy, who has been patient, supportive, and picked up the slack when my attention has been here.

Respectfully submitted,

David Hudson, President

Minister Emeritus Resolution UU Church of Nashua, June 3, 2018

WHEREAS the Unitarian Universalist Church of Nashua wishes to honor the long and meritorious service of Rev. Stephen D. Edington who served this congregation with dedication and distinction;

WHEREAS Rev. Edington ministered to the members and friends of this congregation for over twenty four years, sharing our triumphs and our heartbreaks, our laughter and our tears, and walked with us through the phases of our lives;

WHEREAS his many stories of Beat poets, the often-elusive glory of the Red Sox, and the transformative power of 1960's rock & roll were a familiar comfort to us all;

WHEREAS Rev. Edington lived his values by serving the greater Nashua community in a variety of capacities and offered a courageous voice on a multitude of progressive, social justice issues;

WHEREAS Rev. Edington continues to represent the very best of Unitarian Universalist principles through his words, deeds, and actions;

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Approved this 3rd day of June, 2018 by the members of the Unitarian Universalist Church of Nashua, NH at their annual meeting.

Unanimous Board Motion of March 13, 2018: *I move the above Minister Emeritus resolution for Rev. Edington be approved by the Board of Trustees and brought before the congregation for a vote.*

Resolution to Become a Sanctuary Support Church UU Church of Nashua, June 3, 2018

WHEREAS, the UU Church of Nashua's Governing Policies identify as one of our values "The importance of service to others, whether it is between individuals, in support of the church, or in the larger community beyond the church walls"; and

WHEREAS, the Unitarian Universalist Association (UUA) and its Board have a longstanding tradition of becoming actively engaged in political and community support work to change federal immigration policy, aid and support sanctuary work for refugees and immigrants, and continue to advocate and educate on these issues since the 1980's, including creating a Sanctuary Fund in 1986; and

WHEREAS the UUA General Assembly delegations have voted to protest immigration policy and support immigrant families through numerous social justice measures, most notably through a Statement of Conscience "Immigration as a Moral Issue" in 2013 that decries the unjustness of treatment, lays out a moral immigration policy, and calls for Unitarian Universalists to act; and

WHEREAS, the UU Church of Nashua has long supported immigrants in our community: Signing on as a founding member of the Granite State Organizing Project in 2007 and actively supporting immigrant related actions and events; Fostering strong relationships with community organizations that support immigrants; and Pledging to join the New Hampshire Immigrant Solidarity Network and become active participants in its development; and

WHEREAS, immigrants in New Hampshire are facing unconscionable acts of deportation by Immigration and Customs Enforcement and immoral expressions of racism, which are currently tearing families apart;

THEREFORE, BE IT RESOLVED that we hold ourselves accountable not just to witness but to act; and

BE IT FINALLY RESOLVED that we, the members of UUCN do agree to be a Sanctuary Support Congregation for one Physical Sanctuary Congregation in our geographical area who has brought a person or persons into sanctuary. (Most likely that church would be the Unitarian Universalist Church of Manchester.) In being a Sanctuary Support Congregation, we will share in the financial support of the person/persons in Sanctuary through fundraising totally separate from the UUCN budget, we will share in providing for the physical and emotional needs of the person/persons in Sanctuary, and, we will be a strong partner in the organizational management and advocacy required to sustain the person/persons in Sanctuary. The specific details of our Congregation's support responsibilities will be contained in a "Sanctuary Covenant" document agreed upon by our two congregations, and approved by our Board of Trustees.

FY 2018 Financial Report & Proposed FY 2019 Budget Summary

Last year, we passed a budget with a \$38 surplus. We estimate we will end the year with a somewhat larger surplus, hopefully between \$20,000 and \$25,000. Because we have a full month of the fiscal year left, we cannot offer final numbers at this time. The numbers in this report are as of May 20, which is approximately 89% through the fiscal year. A report of final numbers for FY2018 will be released in August.

Once again this year we will be voting on a program budget rather than a detailed line item budget. You'll see that the first page after this one offers an overview of the budget based on major categories. This is the budget we will be voting on, to allow for freedom to move small amounts of money between line items as needed. The detailed line item budget is provided for your reference, so you know the estimated expenses for the year to come, and where the larger numbers in the summary budget came from.

The proposed FY 2019 budget includes

- \$574,986 in anticipated income (up from \$562,764 FY 2018 budgeted income)
 - \$3,000 more from Endowment based on withdrawal rules
 - \$10,000 surplus carryover
- \$574,974.82 in budgeted expenses (up from \$562,726 in FY 2018)
 - FY 2018 Budget Requests totaled \$618,506 (all requests can be seen in spreadsheet, third column)
- An anticipated \$11.18 surplus

Respectfully submitted,
Rev. Allison Palm
Lindsey Hedrick, UUCN Treasurer

	Approved FY18 Budget	FY18 Actuals as of 5/20/2018	FY19 Budget Requests		FY19 Proposed Budget
INCOME					
100 Questions	\$ 500.00	\$ 244.87	\$ 500.00		\$ 500.00
Buddhist Meditation	\$ 500.00	\$ 859.32	\$ 600.00		\$ 600.00
Coffee Hour	\$ 150.00	\$ 273.68	\$ 200.00		\$ 200.00
Total Endowment	\$ 150,814.00	\$ 140,292.42	\$ 153,886.00		\$ 153,886.00
Total Fund Raisers	\$ 11,800.00	\$ 14,087.94	\$ 9,800.00		\$ 10,800.00
Outreach Collections	\$ 35,000.00	\$ 32,535.83	\$ 35,000.00		\$ 35,000.00
Total Pledges	\$ 330,000.00	\$ 317,823.25	\$ 340,000.00		\$ 330,000.00
User Fees	\$ 6,000.00	\$ 8,524.50	\$ 6,000.00		\$ 6,000.00
WW Contribution	\$ 28,000.00	\$ 22,400.00	\$ 28,000.00		\$ 28,000.00
Other Income		\$ 1,675.00			\$ 10,000.00
TOTAL INCOME	\$ 562,764.00	\$ 538,716.81	\$ 573,986.00		\$ 574,986.00
EXPENSES					
PROGRAMS					
Total Music & Worship	\$ 10,250.00	\$ 6,514.66	\$ 10,650.00		\$ 10,200.00
Total Faith Formation	\$ 6,300.00	\$ 3,981.59	\$ 7,300.00		\$ 6,900.00
Total Membership	\$ 3,200.00	\$ 1,769.89	\$ 3,200.00		\$ 2,900.00
Total Social Justice	\$ 39,900.00	\$ 34,741.71	\$ 39,850.00		\$ 39,850.00
Total Leadership Development	\$ 300.00	\$ -	\$ 300.00		\$ 300.00
Total Board Expenses	\$ 1,600.00	\$ 502.65	\$ 1,600.00		\$ 1,600.00
Total Ministry Funds	\$ 1,300.00	\$ 1,050.00	\$ 1,300.00		\$ 1,000.00
TOTAL PROGRAM EXPENSES	\$ 62,850.00	\$ 48,560.50	\$ 64,200.00		\$ 62,750.00
OPERATIONS					
Total Administration	\$ 34,800.00	\$ 22,760.38	\$ 34,850.00		\$ 29,150.00
Total Communications	\$ 1,500.00	\$ 1,457.74	\$ 2,030.00		\$ 2,000.00
Total Stewardship	\$ 2,800.00	\$ 1,277.93	\$ 3,000.00		\$ 2,725.00
Total Denomination	\$ 22,357.00	\$ 22,357.00	\$ 24,593.00		\$ 24,593.00
Total Property	\$ 99,425.00	\$ 67,564.19	\$ 124,350.00		\$ 99,450.00
TOTAL OPERATIONS EXPENSES	\$ 160,882.00	\$ 115,417.24	\$ 188,823.00		\$ 157,918.00
STAFF					
Total Minister	\$ 129,548.00	\$ 114,268.81	\$ 139,408.00		\$ 136,820.30
Total Program Staff	\$ 131,813.00	\$ 102,309.50	\$ 127,766.00	Includes DFF, Music Director, Membership Coordinator, Childcare Staff, Coffee Crew	\$ 125,704.94
Total Administrative Staff	\$ 77,633.00	\$ 75,023.79	\$ 98,309.00	Includes Administrator, Bookkeeper, Sexton	\$ 91,781.58
TOTAL STAFF	\$ 338,994.00	\$ 291,602.10	\$ 365,483.00		\$ 354,306.82
TOTAL EXPENSES	\$ 562,726.00	\$ 455,579.84	\$ 618,506.00		\$ 574,974.82
Difference	\$ 38.00	\$ 83,136.97	\$ (44,520.00)		\$ 11.18

					Approved FY18 Budget	FY18 Actuals as of 5/20/2018	FY19 Budget Requests		FY19 Proposed Budget
INCOME									
					\$ 500.00	\$ 244.87	\$ 500.00		\$ 500.00
					\$ 500.00	\$ 859.32	\$ 600.00		\$ 600.00
					\$ 150.00	\$ 273.68	\$ 200.00		\$ 200.00
					\$ 240.00	\$ 266.36	\$ 250.00		\$ 250.00
					\$ 720.00	\$ 780.96	\$ 750.00		\$ 750.00
					\$ 250.00	\$ 273.19	\$ 260.00		\$ 260.00
					\$ 650.00	\$ 707.17	\$ 700.00		\$ 700.00
					\$ 148,954.00	\$ 138,264.74	\$ 151,926.00	from IFC	\$ 151,926.00
					\$ 150,814.00	\$ 140,292.42	\$ 153,886.00		\$ 153,886.00
					\$ 10,000.00	\$ 8,217.14	\$ 8,000.00		\$ 9,000.00
					\$ 1,800.00	\$ 1,800.00	\$ 1,800.00		\$ 1,800.00
						\$ 4,070.80			-
					\$ 11,800.00	\$ 14,087.94	\$ 9,800.00		\$ 10,800.00
					\$ 35,000.00	\$ 32,535.83	\$ 35,000.00		\$ 35,000.00
					\$ 32,000.00	\$ 31,185.00	\$ 32,000.00		\$ 32,000.00
					\$ 298,000.00	\$ 286,638.25	\$ 308,000.00		\$ 298,000.00
					\$ 330,000.00	\$ 317,823.25	\$ 340,000.00		\$ 330,000.00
					\$ 6,000.00	\$ 8,524.50	\$ 6,000.00		\$ 6,000.00
					\$ 28,000.00	\$ 22,400.00	\$ 28,000.00		\$ 28,000.00
						\$ 1,675.00			\$ 10,000.00
					\$ 562,764.00	\$ 538,716.81	\$ 573,986.00		\$ 574,986.00
EXPENSES									
					\$ 850.00	\$ 850.00	\$ 1,000.00		\$ 1,000.00

		Worship Supplies	\$ 850.00	\$ 616.73	\$ 1,000.00	\$ 850.00
		Flowers	\$ 1,300.00	\$ 1,095.35	\$ 1,300.00	\$ 1,000.00
		<i>Music</i>				
		Choir Expenses	\$ 100.00	\$ 19.41	\$ 100.00	\$ 100.00
		Christmas Choir Expenses	\$ 150.00		\$ 150.00	\$ 150.00
		Guest Musician	\$ 400.00	\$ 250.00	\$ 450.00	\$ 450.00
		Sheet Music	\$ 2,400.00		\$ 2,400.00	\$ 2,400.00
		Organ/Piano R&M	\$ 1,100.00	\$ 537.00	\$ 1,100.00	\$ 1,100.00
		Substitute Music Director	\$ 2,650.00	\$ 1,025.00	\$ 2,700.00	\$ 2,700.00
		Guest Service/Worship Leader	\$ 250.00		\$ 250.00	\$ 250.00
		CIC Sheet Music	\$ 200.00	\$ 2,121.17	\$ 200.00	\$ 200.00
		Total Music	\$ 7,250.00	\$ 3,952.58	\$ 7,350.00	\$ 7,350.00
		Total Music & Worship	\$ 10,250.00	\$ 6,514.66	\$ 10,650.00	\$ 10,200.00
		<i>FAITH FORMATION</i>				
		<i>Children & Youth Faith Formation</i>				
		Appreciation	\$ 800.00	\$ 258.91	\$ 800.00	\$ 600.00
		Curriculum/Books	\$ 300.00	\$ 376.23	\$ 350.00	\$ 350.00
		Events	\$ 350.00	\$ 241.46	\$ 450.00	\$ 450.00
		Jr High OWL	\$ 400.00	\$ 201.86		-
		ROPES			\$ 500.00	\$ 500.00
		Milestones			\$ 400.00	\$ 400.00
		Refreshments	\$ 200.00	\$ 115.73	\$ 200.00	\$ 200.00
		Senior High	\$ 900.00	\$ 575.31	\$ 900.00	\$ 900.00
		Supplies	\$ 650.00	\$ 804.86	\$ 900.00	\$ 900.00
		Training	\$ 1,000.00	\$ 630.25	\$ 1,000.00	\$ 1,000.00
		AREA	\$ 300.00	\$ 18.00	\$ 300.00	\$ 300.00
		<i>Total Children & Youth FF</i>	\$ 4,900.00	\$ 3,222.61	\$ 5,800.00	\$ 5,600.00
		<i>Adult Faith Formation</i>				
		General	\$ 1,000.00	\$ 438.55	\$ 1,000.00	\$ 900.00
		Covenant Groups	\$ 100.00	\$ 320.43	\$ 100.00	\$ 100.00
		Young Adults	\$ 300.00		\$ 400.00	\$ 300.00
		<i>Total Adult Faith Formation</i>	\$ 1,400.00	\$ 758.98	\$ 1,500.00	\$ 1,300.00
		Total Faith Formation	\$ 6,300.00	\$ 3,981.59	\$ 7,300.00	\$ 6,900.00
		<i>MEMBERSHIP</i>				

	Membership Team	\$ 1,300.00	\$ 859.92	\$ 1,300.00	\$ 1,000.00
	Pastoral Care Team	\$ 200.00	\$ 18.48	\$ 200.00	\$ 200.00
	Social Activities	\$ 500.00	\$ 68.43	\$ 500.00	\$ 500.00
	Coffee Hour Supplies	\$ 1,200.00	\$ 823.06	\$ 1,200.00	\$ 1,200.00
	Total Membership	\$ 3,200.00	\$ 1,769.89	\$ 3,200.00	\$ 2,900.00
	<i>SOCIAL JUSTICE</i>				
	SJ Leadership Team	\$ 500.00	\$ 158.14	\$ 500.00	\$ 500.00
	Budgeted Outreach				
	Community Dinners	\$ 2,500.00	\$ 2,821.33		
	Community Dinners/Soup Kitchen			\$ 3,000.00	\$ 3,000.00
	GSOP	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00
	NAIC	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00
	UU Action NH	\$ 600.00	\$ 544.44	\$ 550.00	\$ 550.00
	Soup Kitchen Food	\$ 500.00	\$ 149.29		-
	Outreach Offering Disbursement	\$ 35,000.00	\$ 30,268.51	\$ 35,000.00	\$ 35,000.00
	Total Budgeted Outreach	\$ 39,400.00	\$ 34,583.57	\$ 39,350.00	\$ 39,350.00
	Total Social Justice	\$ 39,900.00	\$ 34,741.71	\$ 39,850.00	\$ 39,850.00
	<i>LEADERSHIP DEVELOPMENT</i>				
	Leadership Development Team	\$ 300.00		\$ 300.00	\$ 300.00
	Total Leadership Development	\$ 300.00	\$ -	\$ 300.00	\$ 300.00
	<i>BOARD EXPENSES</i>				
	Board of Trustees Discretionary Fund	\$ 1,000.00	\$ 502.65	\$ 1,000.00	\$ 1,000.00
	Annual Meeting Expenses	\$ 300.00		\$ 300.00	\$ 300.00
	District Annual Meeting Delegates	\$ 100.00		\$ 100.00	\$ 100.00
	GA Delegate Subsidies	\$ 200.00		\$ 200.00	\$ 200.00
	Total Board Expenses	\$ 1,600.00	\$ 502.65	\$ 1,600.00	\$ 1,600.00
	<i>MINISTRY FUNDS</i>				
	Minister's Discretionary Fund	\$ 1,300.00	\$ 1,050.00	\$ 1,300.00	\$ 1,000.00
	Total Ministry Funds	\$ 1,300.00	\$ 1,050.00	\$ 1,300.00	\$ 1,000.00
	TOTAL PROGRAM EXPENSES	\$ 62,850.00	\$ 48,560.50	\$ 64,200.00	\$ 62,750.00
	<i>OPERATIONS</i>				
	<i>ADMINISTRATION</i>				
	Background Checks	\$ 500.00	\$ 181.50	\$ 500.00	\$ 300.00
	Electronic Transaction Fees	\$ 1,000.00	\$ 372.83	\$ 500.00	\$ 500.00

	Insurance	\$ 15,000.00	\$ 12,644.00	\$ 15,000.00		\$ 15,000.00
	Internet	\$ 2,200.00	\$ 2,059.44	\$ 2,500.00		\$ 2,500.00
	Office Machines	\$ 6,400.00	\$ 3,205.49	\$ 6,400.00		\$ 5,000.00
	Office Supplies	\$ 3,000.00	\$ 2,382.07	\$ 3,000.00		\$ 3,000.00
	Software Subscriptions	\$ 2,500.00	\$ 1,851.00	\$ 2,750.00		\$ 2,750.00
	Fees	\$ 200.00	\$ 64.05	\$ 200.00		\$ 100.00
	Audit Fund	\$ 4,000.00		\$ 4,000.00		-
	Total Administration	\$ 34,800.00	\$ 22,760.38	\$ 34,850.00		\$ 29,150.00
	<i>COMMUNICATIONS</i>					
	Communications Team	\$ 1,500.00	\$ 1,457.74	\$ 2,030.00		\$ 2,000.00
	Total Communications	\$ 1,500.00	\$ 1,457.74	\$ 2,030.00		\$ 2,000.00
	<i>STEWARDSHIP</i>					
	Stewardship Team Training	\$ 200.00	\$ 30.00	\$ 250.00		\$ 225.00
	Stewardship Campaign	\$ 1,600.00	\$ 590.81	\$ 1,750.00		\$ 1,500.00
	Auction Expenses	\$ 1,000.00	\$ 657.12	\$ 1,000.00		\$ 1,000.00
	Total Stewardship	\$ 2,800.00	\$ 1,277.93	\$ 3,000.00		\$ 2,725.00
	<i>DENOMINATION</i>					
	District Fair Share	\$ 5,377.00	\$ 2,688.50			
	UUA Fair Share	\$ 16,980.00	\$ 19,668.50	\$ 24,593.00	New Model	\$ 24,593.00
	Total Denomination	\$ 22,357.00	\$ 22,357.00	\$ 24,593.00		\$ 24,593.00
	<i>PROPERTY</i>					
	Sexton Coverage	\$ 600.00	\$ 770.00	\$ 600.00		\$ 600.00
	<i>Utilities</i>					
	Electricity	\$ 8,000.00	\$ 7,250.91	\$ 8,000.00		\$ 8,000.00
	Gas	\$ 14,000.00	\$ 11,348.22	\$ 14,000.00		\$ 14,000.00
	Wire	\$ 6,000.00	\$ 4,767.45	\$ 6,000.00		\$ 6,000.00
	<i>Total Utilities</i>	\$ 28,000.00	\$ 23,366.58	\$ 28,000.00		\$ 28,000.00
	<i>Services</i>					
	Trash Removal	\$ 4,000.00	\$ 2,403.45	\$ 4,000.00		\$ 4,000.00
	Cleaning Services	\$ 2,000.00	\$ 1,645.00	\$ 2,000.00		\$ 2,000.00
	Laundry	\$ 1,000.00	\$ 948.84	\$ 1,000.00		\$ 1,000.00
	Groundskeeping	\$ 2,000.00	\$ 3,341.77	\$ 10,000.00		\$ 10,000.00
	Snow Removal	\$ 12,000.00	\$ 11,955.00	\$ 12,000.00		\$ 12,000.00
	<i>Total Services</i>	\$ 21,000.00	\$ 20,294.06	\$ 29,000.00		\$ 29,000.00

		Alarm Systems	\$ 1,500.00	\$ 685.00	\$ 1,500.00		\$ 1,500.00
		Furnishings & Fixtures		\$ 500.95	\$ 750.00		\$ 700.00
		Building Inspections	\$ 375.00	\$ 185.00	\$ 500.00		\$ 400.00
		Elevator	\$ 1,500.00	\$ 1,515.90	\$ 1,500.00		\$ 1,500.00
		Janitorial Supplies	\$ 2,450.00	\$ 2,201.10	\$ 2,500.00		\$ 2,500.00
		<i>Maintenance</i>					
		Corrective Maintenance	\$ 25,000.00	\$ 15,959.77	\$ 25,000.00		\$ 20,000.00
		Preventative Maintenance	\$ 10,000.00	\$ 2,085.83	\$ 10,000.00		\$ 7,750.00
		Building Maintenance Fund	\$ 9,000.00		\$ 25,000.00		\$ 7,500.00
		<i>Total Maintenance</i>	\$ 44,000.00	\$ 18,045.60	\$ 60,000.00		\$ 35,250.00
		Total Property	\$ 99,425.00	\$ 67,564.19	\$ 124,350.00		\$ 99,450.00
		TOTAL OPERATIONS EXPENSES	\$ 160,882.00	\$ 115,417.24	\$ 188,823.00		\$ 157,918.00
		STAFF					
		<i>MINISTER</i>					
		Health & Dental	\$ 8,200.00	\$ 8,861.09	\$ 12,320.00		\$ 12,320.00
		Life & LTD Insurance	\$ 1,102.00	\$ 692.07	\$ 1,736.00		\$ 1,701.00
		Professional Expenses	\$ 9,420.00	\$ 6,806.63	\$ 9,820.00		\$ 9,620.00
		Retirement	\$ 9,420.00	\$ 8,203.74	\$ 9,820.00		\$ 9,620.00
		Salary & Housing	\$ 94,200.00	\$ 89,705.28	\$ 98,200.00		\$ 96,200.00
		In Lieu of FICA	\$ 7,206.00		\$ 7,512.00		\$ 7,359.30
		Total Minister	\$ 129,548.00	\$ 114,268.81	\$ 139,408.00		\$ 136,820.30
		Total Program Staff	\$ 131,813.00	\$ 102,309.50	\$ 127,766.00	Includes DFF, Music Director, Membership Coordinator, Childcare Staff, Coffee Crew	\$ 125,704.94
		Total Administrative Staff	\$ 77,633.00	\$ 75,023.79	\$ 98,309.00	Includes Administrator, Bookkeeper, Sexton	\$ 91,781.58
		TOTAL STAFF	\$ 338,994.00	\$ 291,602.10	\$ 365,483.00		\$ 354,306.82
		TOTAL EXPENSES	\$ 562,726.00	\$ 455,579.84	\$ 618,506.00		\$ 574,974.82
		Difference	\$ 38.00	\$ 83,136.97	\$ (44,520.00)		\$ 11.18

Long Range Planning Committee Summary Document

Goals – To gather and collect data to present to the board and congregation with which to develop a long-range plan for our congregation 15-20 years down the road.

Members – Brenna Woods, Lindsey Hedrick, Carol Houde, Seth Bonvouloir, Kathy Grossman, Nona Storer, Rev. Allison Palm, excused member Ellen McCormick.

Summary of year- We, the members of the long-range planning committee, met to develop thoughtful questions to ask the members of the congregation to get them to think about the future. We split up amongst the teams and committees of the church to ask them questions and then held cottage meetings to do the same for the congregants. Listed below are summary results of each category. The categories came from the information we received from our findings. We received approximately 1,120 comments and/or suggestions. The percentages marked next to the topic relate to the percentage of suggestions made for that category.

Advertising and Public Relations – 6%

We would like to see an increase in the advertising of UUCN, as well as a greater public relations presence. Our church does a lot of things to be proud of, but we need to make sure the community knows this. By making our efforts more well known, it's more likely that other people will want to join our efforts. We should use all of the communication tools at our disposal to reach out to the community, with our words and message as well as with our actions.

Beyond UUCN: Outreach, Connection, and Participation- 15%

The overall goal of this section was to be someone who would be helpful within the community. We need to not only be there for people by being present, but by also being able to offer supports and resources in our building. In order to be the church that helps our community, we need to maintain up to date in technology and communication so that we can get our message out. We also need to continue making financial contributions to social justice movements that speak directly to our mission, values, and principles.

Communication within the Church- 1%

The main focus seems to be that the board needs to communicate with the members of the congregation better. Some people feel that transparency is something the board lacks. Moreover, the way in which the church communicates seems to need some reconsideration. The consensus appears to be that this lacks in effectiveness and that different modes need to be utilized in order to reach a wider audience. One suggestion is social and multimedia. Like culture, being a welcoming group of people to newcomers is something that should be the focus of the church.

Culture- 7%

The importance of going out and helping the wider community as a whole through volunteerism is something the congregations needs to incorporate more. This will take different forms such as having radio and TV to broadcast our message. Another method is to create an elevator speech. In addition, creating a space that is welcoming for new people is a focus; since at times we are not as embracing as we could. Financially, there needs a wider population of people that contributes to the church annually since there is a feeling that only 20% of the total church population is giving.

Finances- 4%

We hope congregants value the church enough to want to pledge generously. Our current operations are constrained by our own budget. If we are able to increase our pledges, then we will be able to do so much more (in terms of faith formation programming, scholarships, music programming, staffing and outreach). But more money is needed to achieve all of this. We also should look at growing the endowment. Pledging and giving to the endowment should be made more accessible, so congregants realize you do not need to be a millionaire to give and make a difference.

Growth- 4%

Having seen progress, many congregants expressed considerable optimism for future growth, believing that *if we build it, they will come*. Thus, rather than wait for an increased membership before we begin to function as a larger church (providing a greater variety of offerings, going to two services, etc.), just start doing these things and we will become more attractive to a wider range of potential members. In a similar vein, the suggestion was repeatedly made that rather than hope a greater diversity of people happens to stumble upon us, we should take more active steps in reaching out to them.

Interaction within the Church- 4%

The idea behind interaction within the church stems from involvement of others. The big focuses were really called upon the members of the church. Overall, we are looking for more church wide activities. We are really looking for people to contribute through attendance, music, and spending time with one another in activities that make us

unique. We are also requesting a larger presence of young adults by placing more young adults in leadership and giving them the space and voice to develop as a leader within the church. We want young adults to be more present on committees and find ways for them to develop relationships across generations to keep connection.

Parking- 3%

Given the reality that we are in a land-locked historic district, we have to get creative with parking, most likely in the form of scouring all possibilities for parking and unifying them into a larger plan. Even a concerted effort to maximize parking will likely fall short, thus necessitating some form of shuttle van or bus to bring people to church, particularly those with mobility problems. In addition, a van would allow for more options to bring the church into the community.

Programs- 1%

We as a congregation hope to include children in a much broader way within the congregation through many mediums. One is having different types of services where the needs of all congregants especially kids are met. Similar to this, incorporating families with children in the way the service is structured and when Sunday church school occurs are topics that should be discussed in further detail. As for adults, programs of a wider variety like breakfast before church and having programs at different times so more people can attend are things that were brought up. To end, conflict resolution a topic that has been heard throughout the congregation by various people needs to have a better resolution process for when issues do come up.

Property- 19%

A wish to make the building more visually welcoming was noted, particularly in the form of making it clear exactly where the “correct” entrance is. One frequent hope was that the floorplan could be creatively reconfigured to make it more conducive to easy movement within the building. While working on the floor plan, we want to make sure that our atmosphere is friendly and welcoming to all. We can do this through play spaces made in and out of the church. Another way for us to be welcoming is to make sure that we have the space to match the capacity of our growing church and programs. We need to increase the size of the rooms so that our meeting spaces feel comfortable as opposed to cramped. In doing this, we would also be able to become a greener sanctuary through updates made.

Staff and Volunteers- 6%

Our future as a well-run congregation rests in staff and volunteer hands. We are looking for authentic and meaningful trainings across all teams and committee to be affective volunteers. We would also like to grow our staff. We want to make sure it is scaled correctly to our size and would love to include an outreach minister who can go into the community as well as have student ministers come and serve with us.

Team and Committee Goals and Development- 7%

Our church is run through these teams and committees. We want to make sure that our volunteers have goals that are achievable and attainable. We are looking for organization. We want to make sure that we also have goals to push towards and reach for so that we may truly live to our mission. The overall feel of this section is for “more”. More volunteers, more visibility, more action. We are also looking for really strong staff development so that our minister can have a deep bench of support as her time continues with us.

Training, Education, and Spiritual Development- 8%

We want a church that has a very strong faith formation program. We would like to see more programs for adult faith formation. Whether it be ROPES for adults or teaching us more about our own faith. We really want to delve into what it means to be an adult of UU faith. We also want to see our CYFF programs grow. We want to raise leaders who have a vision for positive change in our community. We can do this through working with kids and bringing them into services earlier so that their voices are heard.

Technology- 7%

In terms of technology, we will need to embrace the use of it in the future. We need a sanctuary/rooms that fit the technology demands of our programs and meetings. This will include the use of up to date audio/visual equipment (speakers, screens, monitors, hearing assistance tools, Zoom, and live streaming tools.

Worship- 8%

Worship is the core of why we attend church. The biggest focus of this topic was making sure that our future continues to have variety across all categories. We want variety in speakers, sermons, music, volunteers, etc. We would also like to see increasing numbers of people and would like to see the domino effect that this has on our congregation. With population increase, we want to see more services or ways to access services, whether it be multiple services in a week or ways to come in remotely. We want to continue our work with other churches and make sure that our connection with them continue to grow.

Annual Report of the Nominating Committee 2017-2018

Provided by Karen Murray, Chair, May 2018

Unitarian Universalist Church of Nashua, NH

Our purpose as the Nominating Committee is to identify candidates to fill open positions within specific Board and committee roles outlined in the bylaws. These roles include members at large and officers of the Board of Trustees, as well as members for the Nashua Cemetery Association Board and the Financial Records Review and Nominating Committees.

Our Process:

Our work loosely falls into three phases.

Phase 1: At the beginning of the year, we meet to discuss which roles need renominations and new nominations. Each role has a written 'job description,' so we ensure that everyone on the team understands the tasks required for each role. We discuss any specific attributes we are looking for. Then we pledge to meet as many people as we can to find whom we might like to ask to take on a role later in the year. Lastly, we review the bylaws to see if any changes made at last year's Annual Meeting have altered any existing terms or term limits.

Our considerations include:

- Who has shown a strong connection to the church, or a desire to be more connected
- What unique talents would fit the role

We strive to:

- Not to overburden members already doing a lot of things; and
- Balance the diversity of the team

Phase 2: We check in with those currently in roles who were nominated in previous years to find out how they are doing. We continue to discuss anyone specific who might be a good fit. A tracking spreadsheet is used to monitor roles and term limits.

Phase 3: We narrow our choices down and officially reach out to the person to discuss their potential role on a committee, the requirements of the role, and their interest in servicing, for either beginning in the next year or in years beyond. Then we choose our final slate for nominees, which church members vote on at the annual meeting.

The Nominating Committee is successful when we are able to match members to fill the roles for the next calendar year and beyond. We also work closely with Leadership Development in the effort to create meaningful involvement activities that help individuals grow into future roles.

This Year's Success

Our primary success this year was our ability to fill many important positions with members we feel strongly will continue to lead with passion. In addition, we continued to hold conversations with several other members to create those sparks of interest for serving in the future on these committees.

Nominations for Next Year

Here is the slate of candidates. There is also a table at the end of this report representing the slate as well.

- Summary list, detailed picture below.
- President: Nominate Carol Houde
- Vice President: Nominate Brenna Woods
- Board: Nominate John Burkitt
- Board: Nominate Lyndsey Sylvester
- Board: Renominate Rick Spitz
- Cemetery Association: Renominate Sharon Machado, and Kevin Murray

The Nominating Team

I would like to thank and recognize the team, who take the job of nominating our leaders very thoughtfully:

- Karen Murray (Chair)
- Pat Ladew
- Karen Leonard
- Carol Houde
- Pam Jordan
- Chuck Rehberg

In Closing

IF YOU ARE PROUD OF THIS CHURCH

By [Michael A Schuler](#)

If you are proud of this church, become its advocate.

If you are concerned for its future, share its message.

If its values resonate deep within you, give it a measure of your devotion.

This church cannot survive without your faith, your confidence, your enthusiasm.

Its destiny, the larger hope, rests in your hands.

Source: 1997 UUMA Worship Materials Collection

Office	Current Officeholder	1st Year in Office (Yr listed is June)	Years in Office (Year End)						Status in Year 2017-2018	Proposed Action for 2018/2019 Year	
			1	2	3	4	5	6			
Board of Trustees: Officers (6 year max including M-at-L & Officer except for President)											
President	David Hudson	2016	2016	2017	2018				Term Complete	Term Complete - Nominate Carol Houde	
Vice President	Carol Houde	2018	2018	2019	2020				Term Complete	(Nominate to President) Nominate Brenna Woods	
Clerk	Jodie Holway	2018	2018	2019	2020	2021	2022	2023	Midterm		
Treasurer	Lindsey Hedrick	2018	2018	2019	2020	2021	2022	2023	Midterm		
Board of Trustees: Members at Large (Voting bylaws for 2017-2018 year: 2 year terms, six year max)											
At Large #1	Rick Spitz	2015	2015	2016	2017	2018	2019	2020	Term Complete	Renominate	
At Large #2	Ellen McCormick	2016	2016	2017	2018	2019	2020	2021	Stepped Down	Nominate: Lyndsey Sylvester	
At Large #3	Steve Hedges	2016	2016	2017	2018	2019	2020	2021	Midterm		
At Large #4	Brenna Woods	2017	2017	2018	2019	2020	2021	2022	Term Complete	(Nominate to Vice President); Nominate John Burkitt	
At Large #5	Pam Jordan	2018	2018	2019	2020	2021	2022	2023	Midterm		
Nominating Committee (2 term limit, 3 years per term)											
Member #1	Karen Murray	2014	14	15	16	17	18	19	Midterm		
Member #2	Pat Ladew	2016	16	17	18	19	20	21	Term Complete	Renominate	
Member #3	Karen Leonard	2017	17	18	19	20	21	22	Midterm		
Member #4	Chuck Rehberg	2018	18	19	20	21	22	23	Midterm		
Liaison	Carol Houde	2018	18	19					No Limit		
Liaison	Pam Jordan	2018	18	19					No Limit		
Financial Records Review Committee (2 year terms, no term limits)											
Member #1	Frank Grossman	2014	14	15	16	17	18	19	Midterm		
Member #2	Rob Bate	2016	18	19	20	21	22	23	Midterm		
Nashua Cemetery Association (3 year terms, no limits. Chair elected by committee, 1 year term, 3 term limit.)											
Trustee #1 Treasurer	Kevin Murray	2016	16	17	18*	19	20	21	22	term complete	*Nominated as Treasurer as of 2017-2018 Year; Renominate
Trustee #2	Sharon Machado	2016	16	17	18	19	20	21	22	Term complete	Renominate
Trustee #3	Moe Daniels	2017	17	18	19	20	21	22	23	Midterm	
Trustee #4 (Chair)	Mary Beth Restivo	2017	17	18	19	20	21	22	23	Midterm	
Trustee #5	John McCannon	2018	18	19	20	21	22	23	24	Midterm	