

**Unitarian Universalist Church of Nashua, NH (UUCN)  
Meeting of the Board of Trustees**

September 3, 2020

*Meeting held via videoconference due to COVID-19*

**Final Minutes** by Jodie K. Holway, Clerk

**Reviewed by** Burns Fisher, Brenna Woods, Lindsey Hedrick, Roy Goodman, Cecile Bonvouloir, Lindsey Sylvester, Andy Capen

**Meeting Attendees:** Ben Atherton-Zeman, Cecile Bonvouloir, Andy Capen, Burns Fisher, Roy Goodman, Lindsey Hedrick (Vice President), Jodie K. Holway (Clerk), Rev. Allison Palm, Lindsey Sylvester (Treasurer), Brenna Woods (President)

**Excused:** Victoria Agnew

Full Agenda: Appendix A

**1. Chalice Lighting and Story Telling**

1. Burns Fisher reminisces about Carol Lasselle
  - i. She was so determined, even stubborn, to do the things that she felt were right
  - ii. Insisted on recycling, before this was common at all
    1. Carol became the church sexton for years, to encourage us to recycle more
    2. Put recycling bins all around the church, picked them up in her pickup truck, brought them to the recycling center in Wilton, where this might not have been strictly acceptable but they were not about to tell her No
    3. At the end of the annual Ferry Beach retreats for the UU community, everyone else would be packing their clothes; Carol was packing up all the recycling and food scraps from the kitchen to not waste/throw them out
    4. She was a great gardener so she even composted all those food scraps
  - iii. Carol was petite but drove a huge bookmobile for the library, because she considered it important to get books out into the community
  - iv. She was always a great conversationalist, even after her memory problems started
2. Brenna Woods adds to the story about Carol LaSalle
  - i. As a newer member, Brenna only knew Carol by singing at her funeral service
  - ii. But Brenna found a bond with Carol's husband Jon Lasselle as they both have been the long-term care-giver for someone in a wheelchair
3. Cecile Bonvouloir adds to the story about the Lasselles
  - i. She always saw Carol and Jon as one of those couples who's a fixture in the church
  - ii. One day she finally approached them, had a great engaging conversation with both
  - iii. When they needed meals brought, Cecile and her twin sons would alternate with her to deliver the food, and each of them in turn would always have great conversations with both Carol and Jon while dropping off the meals

4. Lindsey Sylvester adds to the story
  - i. Jon plays in the Amherst town band with Lindsey
  - ii. He noticed that Lindsey wears shirts like Carol used to, so he gave Lindsey a collection of these LL Bean pullovers
  - iii. Now Lindsey thinks of Carol when she wears them, always sends Jon a grateful selfie



## 2. Minister's Report to the Board, Rev. Allison Palm

1. Consider removing the section "Update on Ends Statements" from monthly report?
  - i. Agreed this is fine to take off Rev. Allison's plate now
  - ii. All Ends have been interpreted at least once by now
  - iii. Not required to make progress forward on every End every month
2. Preschool's progress: enrollment is low at 75 this year but they are doing okay
  - i. Manageable due to state loan and the COVID Paycheck Protection Plan (PPP) loan
  - ii. Loan has helped to buy all needed antiseptic supplied, to install touchless faucets, etc.
3. Monitoring Report on Policy F in our [Governing Policies](#): Financial Condition and Management
  - i. This is very long (13 sub-items) and kind of paranoid, as mentioned by stewardship/financial consultant Mark Ewert
  - ii. Agree that in future, Board will take up the topic to simplify these as appropriate
  - iii. Also need to decide whether to do another Audit – put this in our Parking Lot
4. Monitoring Report on Policy K in our [Governing Policies](#): Strategic Operational Plan
  - i. Wrote this plan five years ago based on old Ends statements: [posted here](#)
  - ii. But the world has changed so much due to COVID-19, and our Ends have changed too
  - iii. This year it makes more sense to write a single-year plan based on our new Ends
  - iv. Agreed to not work towards the goals of the last year on the old plan this year
5. Budget and Surplus
  - i. This year we are way ahead of normal at this time
    1. Didn't do any major repairs/outlay this summer, as we usually do
    2. We do still need to replace many of the buildings' sprinkler heads; Board will need to approve this as it'll be over \$25K; decision to be made in future
  - ii. Last year 2019-2020 ended with a surplus: \$82,000 that's left unspent
    1. Budget ended much better than expected under the circumstances
      - a. We had been behind on pledges which came in at the last moments
      - b. Partially due to boost from the PPP Loan of \$90K
      - c. \$2,500-\$3,000 intended for Preschool, \$2,900 spent this fiscal year
      - d. We do expect this loan to be forgiven, because we adhered closely to the requirements, though we haven't completed paperwork yet
      - e. If it doesn't come through then we won't allocate the money

2. Normally Board decides where to put any surplus
    - a. Suggest rolling into next year cleanly, as a line item in “Other Income” clearly labeled as the PPP loan so we’ll remember in future
    - b. But this surplus is from the PPP amount plus other frugality
    - c. In order to adhere to the PPP regulations, let’s not label it as all PPP, and let’s not roll it over into next year if this is not permitted!
  3. \$61K more than covers this year’s expected shortfall (which is just a guess)
  4. Building Maintenance Fund is relatively new, created 5 years ago
    - a. Currently has \$10,700, annually we’ve been putting in \$10K
    - b. Hard to predict big outlays needed, this is always underfunded
  - iii. **MOTION** to move amount \$61,268 of PPP loan into Budget under the Other Income line, and the remaining \$20,975 into Building Maintenance fund  
**MOVED** by Lindsey Hedrick, **SECONDED** by Lindsey Sylvester, **PASSED**
3. **Update on Parental Leave**, Rev. Allison Palm
    1. Starting on October 6, 2020 if all goes as planned
    2. No questions to discuss live, see Minister’s report
  4. **Update on Preschool**, Rev. Allison Palm
    1. Ready to welcome students, sessions start this Tuesday
      - i. Did tons of work this summer to comply with regulations
      - ii. New tuition policy shared with parents, in case of going remote again
    2. During parental leave, Victoria Agnew will take Rev. Allison’s spot as Board liaison
    3. Question: are there any conditions when this Board would contradict the preschool’s decision to hold classes in person?
      - i. Not decided yet, let’s monitor over the coming months
    4. Does UUCN have any liability for preschool’s actions? Seems like no
      - i. Insurance company told us it’d be hard for anyone to sue us
      - ii. All teachers and all parents have signed waivers anyway
    5. Rev. Allison was surprised to find teachers NOT wearing masks when together
      - i. They did plan to wear them all the time except when alone with the class
      - ii. This means not with the kids but yes wear masks in carpool with the parents
      - iii. Rev. Allison asked them to tighten this policy, to match our UUCN policy
      - iv. Preschool director Chris agreed to this: now teachers will wear mask together
  5. **COVID-19 Operation Policy**, Rev. Allison Palm
    1. This new [complete policy](#) was just defined by Safe Congregations Team
      - i. Sent out to congregation today in newsletter (not subject to Board approval)
      - ii. Will be covered in Safe Congregation Training on Sept. 27, 2020
      - iii. Originally it was just “Building is Closed” but now needed to be formalized
    2. Must sign in and out everyone to building in case we need to do contact-tracing
      - i. Recent scare that our Sexton wasn’t wearing a mask, had interacted with staff in the building, and her son needed to be tested for COVID due to symptoms

- ii. Great relief that he's negative, and that now she's out of quarantine too
- 3. Who is in the building?
  - i. Church administrator Sherri Woolsey, sexton Sandy Martinage, bookkeeper Lori Bonnette for a few hours per week
- 4. Should we have people sign a statement promising to adhere to UUCN's policy?
  - i. No, that's just a gesture – enforcement is most difficult part of any policy
- 5. Does it make sense to revoke all the building's keys from keyholders who have them?
  - i. Cannot simply make their keys stop working
  - ii. Hard to collect them all, and probably unnecessary at least for now
- 6. Note the Preschool has its own set of rules and access
  - i. They will all come and go using their own doors
  - ii. Only reason to come upstairs is adults to use the full-size restrooms
  - iii. Air circulation is shared, but old, no forced-air: so really it doesn't circulate!

#### 6. **Baseline Ends Survey Review**, President Brenna Woods

- 1. Survey developed to gauge our progress towards meeting our Ends
  - i. This is the first year of our Ends, thus the first year of these specific questions
  - ii. Will send this survey every year, this year's will act as the baseline to compare
- 2. Discussion of results of Q1, Teach our faith to children and youth
  - i. Kids are integrated into everything, this is not just about the classroom
  - ii. Can gauge its effectiveness by watching kids'/youth behaviors
  - iii. Possible next steps: make it clear that this is everyone's responsibility
- 3. Discussion of Q2, Take risks
  - i. High numbers look good, but then we wonder if it's contradicted later in the survey
  - ii. Seems that maybe not many people have taken leadership roles nor asked for help
- 4. Discussion of Q3, Ask people to share life events
  - i. Note most questions seem to get extreme responses, clustered at top or bottom
  - ii. More people have shared and felt support than the number who haven't
  - iii. In the past, church was the only place to bring personal concerns, due to stigma etc.
  - iv. Now there are other places to turn, including Employee Assistance Programs
  - v. Joys and Concerns continues to evolve:
    - 1. Used to be spoken aloud by the person themselves
    - 2. Then we turned to Candle Cards read by a single person
    - 3. Now the Zoom room's virtual chat may be more welcoming, it's self-directed and yet a bit anonymous, so people may be more inclined to use it – we'll see
  - vi. Possible next steps: show our congregation that the best way to forge strong bonds is to be vulnerable and share together, this community will be greatly strengthened
- 5. Discussion of Q4, When do you talk about UUism to others
  - i. Respondents say we're talking about it as often as we can
  - ii. But by habit we're not a proselytizing religion, and a stigma in talking about religion
  - iii. Rev. Allison talks with people who came to UUism late in life, ~70% say "I wish I'd known about you sooner!"
  - iv. Possible next steps: Be more invitational, mention "church" or "UU" in conversation, put out our brochures e.g. at the Lil' Free Farm Stand, proselytize without evangelism

6. Discussion of Q5, Live UU Values
  - i. Nobody wants to admit to either a 0 or a 5, no extreme response clustering here
  - ii. Note that some of the text comments were not constructive
    1. Some were phrased to be hurtful, demonstrates lack of UU values
    2. One problem with anonymous comments: Do they come from the handful of people who we already know think this way, or is it additional people?
  - iii. Do we even have a shared understanding of what are our UU values??
7. Discussion of Q6, Meaningful spiritual practices
  - i. Again no extreme responses of 0 nor 5 here
  - ii. Do people really have a spiritual practice but don't know this is what it is?
  - iii. Consider that it can come from singing, or doing social justice, or poetry, or ballet
  - iv. Possible next steps: teach the congregation that this is related to sense of Wonder, take it out of the realm of traditional religion
8. Discussion of Q7, Opportunities to take on leadership
  - i. Wow, 42 respondents said they don't want to take on a leadership role
  - ii. Rev. Allison isn't surprised, people get spooked by "the L word"
  - iii. Yes everything else in life is placing demands on our time too, so maybe people want to come to church for an unburdened hour to be soothed/inspired quietly?
  - iv. Possible next steps: how can we make people want to claim leaderships? Maybe they did take on a helpful role last year but didn't consider it leadership. Push ourselves to be a community of leaders
9. Discussion of Q8, Leadership roles support my growth as a person
  - i. Sometimes a survey isn't just a survey, it's a teaching opportunity to respondents!
  - ii. Yes the leadership of church has directly changed some people's lives, per Brenna
10. Discussion of Q9, My contributions directly affect UUCN's success
  - i. Responses show that everyone knows they CAN make an impact, and maybe some reveal they know they're not doing as much as they want to be/could be doing
  - ii. We worked hard for the understanding that stewardship money makes a difference
  - iii. Possible next steps: work hard to convey the idea that contributing your TIME also makes a difference to the success of the church's ends
11. Discussion of Q10, Participate in larger UU community
  - i. Events held in Nashua make this easier to do, would still love to increase this
12. Discussion of Q11, Partnership to advance justice and healing in community/world
  - i. The responses are very positive, but does it mean the respondents have done their own efforts, or rather that they've seen others in the church doing this work?
  - ii. Possible next steps: continue growing our Social Justice people towards becoming organizers instead of individual doers
13. Discussion of Q12, Teachings helped to understand and dismantle oppressions
  - i. Congratulations to Rev. Allison for definitely moving the needle in this area
  - ii. However the numbers are still pretty low, maybe respondents don't like learning this
14. Discussion of Q13, Three levels of multiculturally-aware/anti-racist congregation
  - i. We are a predominantly white congregation, not sufficiently aware of these issues
  - ii. The answers plus the comments show that we have work to do

1. Rev. Allison is happy to see these comments – it means we’re pushing people enough, cannot make everyone happy all the time
  - iii. Possible next steps: ideally we’d be an anti-racist congregation
    1. But everything is interdependent so racism isn’t the only issue
    2. Tied into housing injustice, hunger, etc., this is how systemic oppression works
    3. And the original sin in the system is racism
  - iv. Let’s determine as a Board where we really consider the congregation on this scale
7. Pushed out remaining agenda topics to next month’s meeting:
1. Goal Setting for the Board, as this is based on thoughts from Baseline survey results
  2. Subcommittees

**Appendix A:** Full Agenda

**Appendix B:** Minister’s Report

**Appendix C:** UUCN Ends Survey Baseline, tallied numeric answers

**Appendix D:** UUCN Ends Survey Baseline, anonymous comments

**Minister's Report to the Board of Trustees**  
**Rev. Allison Palm**  
**UU Church of Nashua, NH**  
**September 2, 2020**  
**Covering June 5-September 2, 2020**

Our online summer services have gone relatively smoothly. While there have been some tech glitches with new volunteers coming on board for the summer, the congregation has been very forgiving, and the quality of the services has still been quite good. We have had somewhat higher attendance than usual, with between 50 and 80 computers logged on to Zoom each week, some representing more than one person. Typically in the summer we get between 50-60 individuals.

We are getting ready to kick off the regular church year with a virtual Water Communion service on Sept. 13 and a "Drive Through" Water Communion event on Sept. 12. The Worship Associates have met three times this month – once for training and twice for planning – and have planned themes for all our services through December. I have 4 guest preachers lined up to help cover my parental leave. In addition to that, Sadie will lead one service a month, Ben will lead one service a month and the Worship Associates will lead one service a month.

Sadie ran a very successful virtual lego camp, with 15 kids participating in various ways. The camp was an exploration of our six sources, and we incorporated the themes and creations from the camp into our service on August 23. The weekly kid's gathering on Zoom that had started last spring also continued throughout the summer. That has now ended as we get ready for different offerings in the fall. Beginning in September, there will be workshop options for kids during the service once a month. Sadie will also be preparing and distributing at home church kits for any children and youth who want them. Sadie, Ben and I will be working with the DRE from Manchester to lead a joint online Coming of Age program for the youth from our two congregations. We have a lot of plans for Adult Faith Formation for the coming year, including continuing two successful programs that ran all summer: Poetry as a Spiritual Practice, and a Book Discussion Group. Covenant Groups will also be reforming and will begin in October.

Our Social Justice Teams have many plans for the coming year, including Get out the Vote work this fall, movies on racial justice throughout the year, connecting with the new local BLM chapter, continuing our work around Immigrant Solidarity, and the Bail & Bond Fund, and more. This summer some of our Community Dinner volunteers partnered with Grow Nashua to create a Lil' Free Farmstand, where people from our neighborhood can come each Sunday to get free produce that has been donated by growers in our community. This has been very successful so far, and the volunteer attendants at the stand have been loving the connection with our neighbors.

We continue to track the right time to apply for forgiveness of our PPP loan from Citizen's Bank. They pushed back the timeline due to changes in the loan program passed by congress in June. We should be starting that application very soon.

I am including the final FY2020 Financial report with this report. We ended the year with an \$82,000 surplus, most of which is from the PPP Loan. I would like to talk with the Board about where to put this money.

The Safe Congregation Response Team worked to put together a Covid 19 Policy for building use and church programming. Brenna shared this with the Board and we will be sharing it with the congregation in this week's newsletter. It is already up on our website.

We had nearly 20 people from the congregation attend Virtual General Assembly in June. They had a great experience despite the online platform. 10 of those people participated in planning and leading a service about their experiences for the congregation on Aug. 30.

We had a staff retreat on July 25, and made lots of plans for our year of virtual church. We went through each of our Ends statements and were pleased to see that we are continuing to work on these Ends even in the midst of the pandemic.

### **Updates on Ends Statements**

Did this feel like a useful section of my report last year? This seems like one piece I could remove to make the reports a bit more manageable.

### **Children's Winter Garden with White Wing School**

- Classes begin on September 8. Chris and the teachers have a comprehensive plan for following the state regulations in place because of Covid 19. It seems like a sound plan, and includes contingencies if they need to shut down. I am a little concerned because I learned this week that the teachers have not been wearing masks while in the building together. I have sent Chris our new Covid 19 policy and clarified that we would like teachers to be wearing masks when they are not in the classrooms with the children.
- Several families have withdrawn because of concerns about Covid 19, or because of the school district's decision to begin remotely. In mid-August, enrollment was at 48.
- The school got a \$40,000 grant from the Child Care Recovery and Stabilization Program. They have been using it to buy the extra supplies and cleaning products they need to maintain the current state regulations. They will also use some of it to pay for extra staff time for cleaning, and to make up for the loss of income from low enrollment.
- Last fiscal year ended with a bit of a surplus, due to the PPP loan. The hope is that this will help cover the loss of income this year due to low enrollment.
- Current church members on the Board are: Tiffany Holmes (co-chair), Allison Annand, and Amanda Banner. Ellen McCahon will be joining the Board this fall.

### **Minister's Schedule**

- My parental leave will begin by October 6, at the latest. I will notify the staff and Brenna and Lindsey if something should happen before then.

### **Monitoring Report of Policy K: Strategic Operational Plan**

*The Executive Director shall not allow the Church to operate without a 3-5 year operational plan for advancing the Mission and Ends Statements.*

Interpretation: The church staff will work with lay leadership to create and maintain an operational plan for furthering the Ends Statements over the next 3-5 years. This plan will be updated regularly as circumstances change and will be understood to be a living document.



Data: We are currently in year 5 of a strategic plan based on our old Ends Statements. The first three years, our staff came up with work plans for the year based on that Strategic Plan. Last year and this year, since we have new Ends Statements, we created a work plan based on the new Ends instead.

This would be the year to create a new plan. However, I do not think it makes sense to do this while we are operating virtually and so much is uncertain. I will re-evaluate this in the spring.

Statement of Compliance: I report partial compliance. We do have a 5 year plan but we are no longer following it because enough has changed since it was created, including having new Ends Statements.

### **Income and Expense Report as of 9-2-2020**

See attached "September 2020 Financials" for full report. We are 17.53% of the way through this year. Income is ahead at 19.70%. Expenses are behind at 14.21%. This is great for this time of the year.

### **Monitoring Report on Policy F: Financial Condition and Management**

*Policy language is in italics.* Interpretations, Data, and Statements of Compliance are in regular font.

*With respect to the Church's actual, ongoing financial condition and activities, the Executive Director shall not cause or allow the development of fiscal jeopardy or a material deviation of actual expenditures and income from the annual budget approved by the Congregation or Board priorities established in the Ends Policies.*

Interpretation: This policy is interpreted to mean that:

1. The church should not be in danger of running out of money to cover expenses and financial planning goals.
2. The actual income received and money spent should be in line with the budget approved at the Annual Meeting each year in June. "Material deviation" is interpreted to mean that expenses do not exceed 105% of each budget line item approved by the congregation. The budget set each year should allocate expenses in a way that will use the financial resources of the church to further the Mission and Ends of the congregation.

Data: Our current checking account balance (minus reserve funds) is about \$184,000. This is enough for nearly four months of regular operating expenses. The Income and Expense report attached indicates that no items are on track to exceed 105% of the budget for this year.

Statement of Compliance: I report compliance

*Accordingly, the Executive Director shall not:*

1. *Shift, adjust or reassign any budget lines or categories to other purposes exceeding 2% of the total budget during the fiscal year without the agreement of the Board.*
2. *Shift, adjust or reassign any budget lines or categories to other purposes exceeding \$2000 for a single purpose without notifying the Board.*

Interpretation: If there is a need to shift more than \$2000 from any one budget line to another, the Executive Director will inform the Board that the shift has occurred. If there is a need to shift more than 2% of the total budget between categories, the Executive Director will get the approval of the Board before making the adjustment.

Data: There have not yet been any adjustments made to the budget this fiscal year.

Statement of Compliance: I report compliance.

3. *Operate without written policies guiding the prudent investment of Church operating reserve funds as described in Policy E-3 & 4 above.*

Interpretation: There should be a written policy about where Church operating reserve funds are held.

Data: Currently, we keep our operating reserves in our checking account. There is no written policy about those funds.

Statement of Compliance: I report non-compliance. This policy is on the list of financial policies to be developed.

4. *Operate without adequate accounting controls and procedures that are maintained and documented;*

Interpretation: There should be written policies for all of our accounting procedures that follow standard accounting practices and ensure that there are adequate checks built into our procedures.

Data: We have very few written accounting policies and procedures.

Statement of Compliance: I report non-compliance. We are looking forward to guidance from our external financial review as to which procedures we should have written down. Once we have that guidance, we will come up with a plan to create those policies in a timely manner.

5. *Allow annual operating expenses to exceed 105% of the budget without the agreement of the Board;*

Interpretation: Total annual operating expenses should not be more than 105% of the total operating expenses budgeted unless the Board of Trustees agrees to the additional expenditure.

Data: The Income and Expense report attached indicates that there are no budget lines on track to exceed 105% of the budget for this year.

Statement of Compliance: I report compliance

6. *Have signature authority for checks greater than \$4,999.99 and at no time shall they sign checks to themselves, relatives closer than first cousins, or parties with a conflict of interest.*
7. *Delegate signature authority to anyone other than a permanently hired Church Administrator who shall not have signature authority for checks greater than \$1,999.99*

*and at no time shall they sign checks to themselves, relatives closer than first cousins, or parties with a conflict of interest;*

Interpretation: The Executive should not sign any checks for greater than \$4,999.99. The Executive may delegate signature authority to the Church Administrator as long as they are in a permanent position and do not sign checks greater than \$1,999.99. Neither the Executive or the Church Administrator should sign checks of any amount that are written out to themselves, a member of their immediate family or someone with whom they have an identifies conflict of interest.

Data: Currently, Sherri is signing almost all checks to maintain social distancing. Carol and I approved this last spring and the Board is aware. Each time Sherri signs a check over her normal amount, she sends an email to both me and Brenna. I am saving all these emails so we have a record.

Statement of Compliance: I report compliance.

*8. Assume any long-term indebtedness without Board approval;*

Interpretation: The church should not take on any loans or other debts that last longer than six months unless the debt is approved by the Board.

Data: We have no current debts that qualify as “long-term.”

Statement of Compliance: I report compliance

*9. Undertake transactions exceeding \$10,000 without seeking multiple bids or cost comparisons;*

Interpretation: Any team or staff member of the church who is making a purchase or entering into a contract on behalf of the church that exceeds \$10,000 should obtain at least 2 bids or compare prices from at least 2 suppliers before making the purchase or entering in to the contract.

Data: Since July 1, 2019, the church has not entered into any contracts that exceeded \$10,000.

Statement of Compliance: I report compliance

*10. Enter into any purchase or service contract exceeding \$25,000 without prior Board approval;*

Interpretation: Any purchase or service contract that exceeds \$25,000 must be approved by the Board of Trustees.

Data: Sind July 1, 2019, the church has not entered into any contracts that exceed \$25,000.

Statement of Compliance: I report compliance

*11. Acquire, encumber, or dispose of real property without prior Board approval;*

Interpretation: Any purchase or sale of land or buildings must be approved by the Board of Trustees.

Data: Since July 1, 2019, the church has not purchased or sold any land or buildings.

Statement of Compliance: I report compliance

- 12. Spend or borrow Endowment funds without prior Board approval; or*
- 13. Plan for annual Endowment outlays of more than the “prudent withdrawal amount” percentage, as determined by the Board, of the Endowment fund balance.*

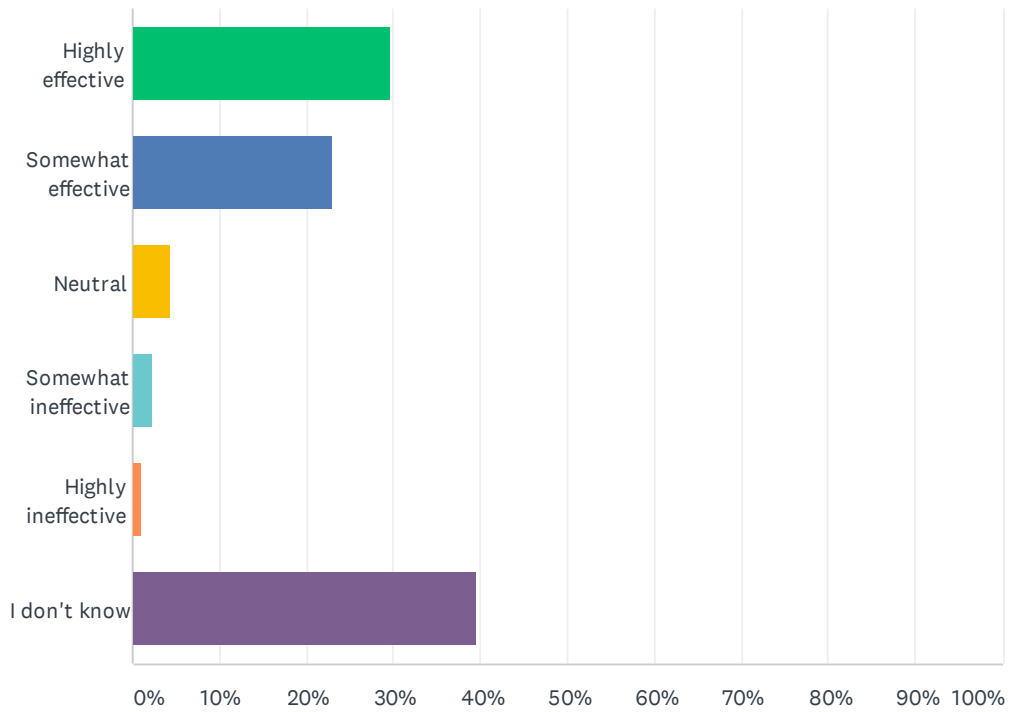
Interpretation: The Board must approve the withdrawal of any Endowment funds. The annual budget approved by the Board and voted on by the congregation serves as blanket Board approval to withdraw any Endowment funds indicated in that budget. The proposed budget each year should not include income from the Endowment funds that exceeds the prudent withdrawal amount recommended by the Invested Funds Committee, unless approved by the Board.

Data: The Endowment withdrawal included in the FY21 budget is the amount recommended by the Invested Funds Committee. The FY21 budget was approved by the Board in May 2020 and voted on by the congregation in June 2020 We have not withdrawn any funds in excess of what was budgeted.

Statement of Compliance: I report compliance

# Q1 How effective are our church's efforts to teach our faith to our children and youth?

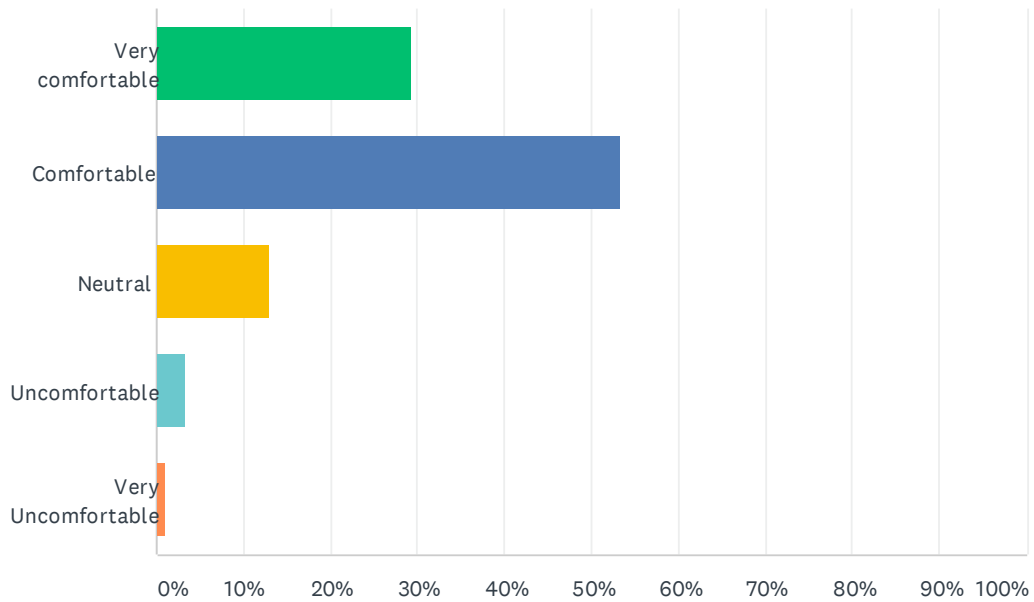
Answered: 91 Skipped: 1



ANSWER CHOICES	RESPONSES	
Highly effective	29.67%	27
Somewhat effective	23.08%	21
Neutral	4.40%	4
Somewhat ineffective	2.20%	2
Highly ineffective	1.10%	1
I don't know	39.56%	36
<b>TOTAL</b>		<b>91</b>

## Q2 To what extent do you feel that you can comfortably take risks, try new experiences, make mistakes and ask for help within our congregation?

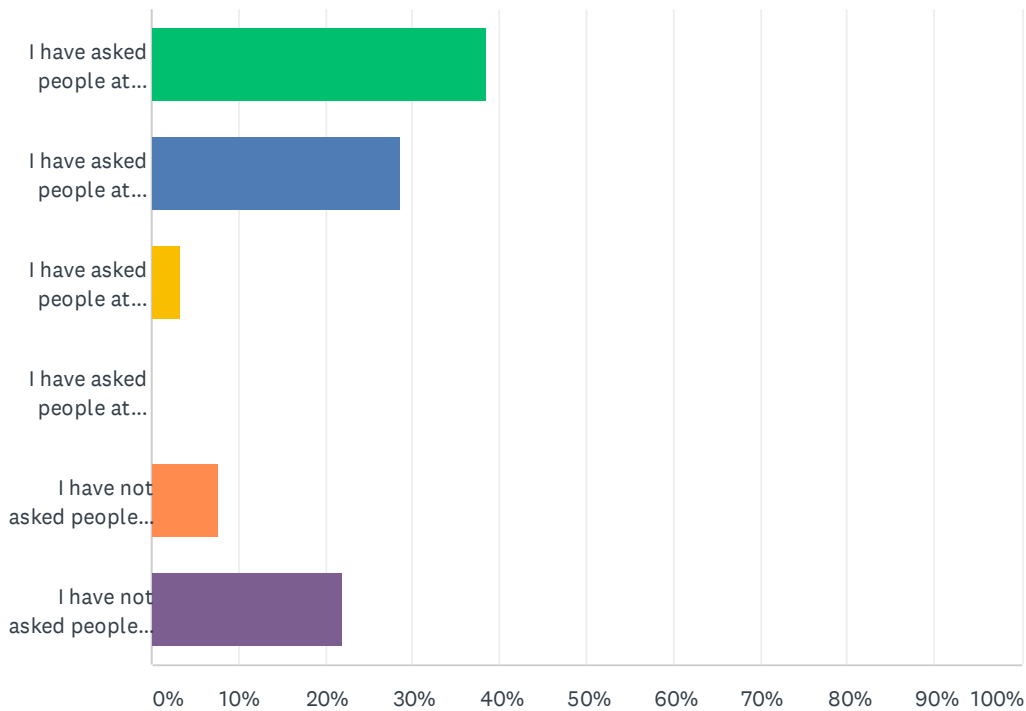
Answered: 92 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very comfortable	29.35%	27
Comfortable	53.26%	49
Neutral	13.04%	12
Uncomfortable	3.26%	3
Very Uncomfortable	1.09%	1
<b>TOTAL</b>		<b>92</b>

**Q3 An important source of care, support, and connection in a congregation is being able to share life's struggles, joys, and transitions with each other. To what extent have you been able to ask people at church to share these life events with you and what response have you received?**

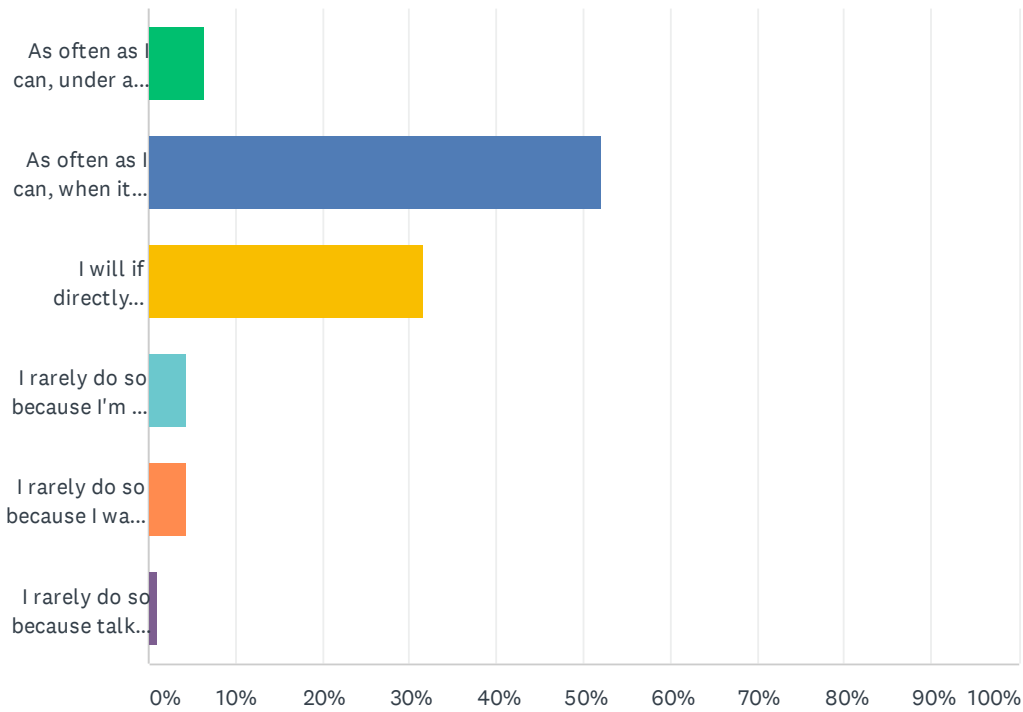
Answered: 91 Skipped: 1



ANSWER CHOICES	RESPONSES	
I have asked people at church to share these life events with me and I have felt extremely supported by them	38.46%	35
I have asked people at church to share these life events with me and have felt some support from them	28.57%	26
I have asked people at church to share these life events with me and have felt limited support from them	3.30%	3
I have asked people at church to share these life events with me and received no support from them	0.00%	0
I have not asked people at church to share these life events with me as I would feel too uncomfortable doing so	7.69%	7
I have not asked people at church to share these life events with me as I have not had occasion to do so	21.98%	20
<b>TOTAL</b>		<b>91</b>

## Q4 When do you talk to others (not within UUCN) about Unitarian Universalism?

Answered: 92 Skipped: 0

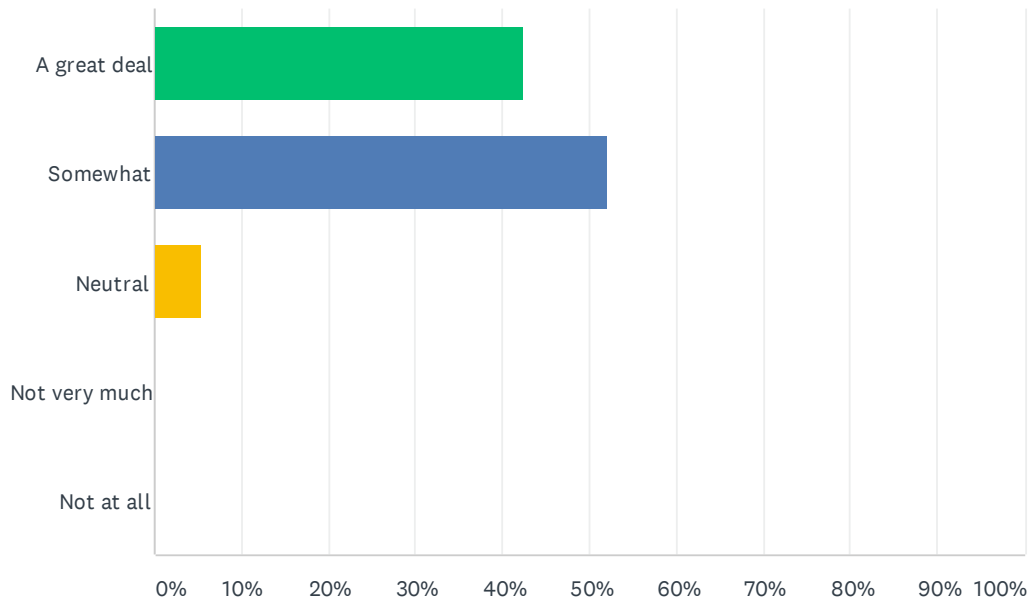


ANSWER CHOICES	RESPONSES	
As often as I can, under a wide range of circumstances	6.52%	6
As often as I can, when it's directly related to the conversation	52.17%	48
I will if directly invited to do so by the other person(s)	31.52%	29
I rarely do so because I'm not quite sure what to say	4.35%	4
I rarely do so because I want to keep my religion/theology private	4.35%	4
I rarely do so because talking about my religion/theology to those outside of UUCN makes me uncomfortable	1.09%	1
<b>TOTAL</b>		<b>92</b>



## Q5 To what extent do you believe you live out your UU values as you go about your days?

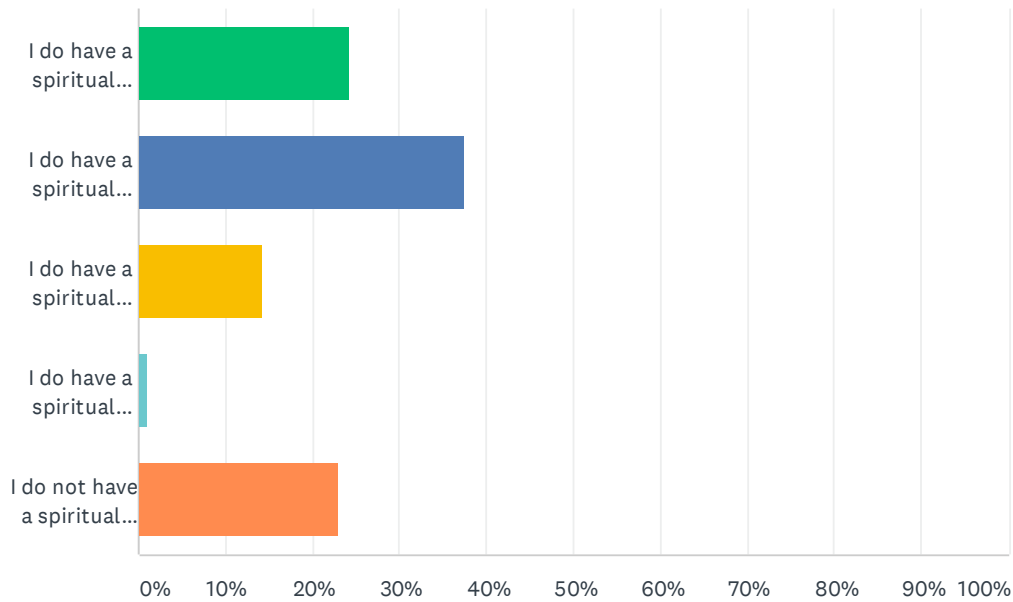
Answered: 92 Skipped: 0



ANSWER CHOICES	RESPONSES	
A great deal	42.39%	39
Somewhat	52.17%	48
Neutral	5.43%	5
Not very much	0.00%	0
Not at all	0.00%	0
<b>TOTAL</b>		<b>92</b>

## Q6 Do you have a meaningful spiritual practice that connects you to wonder? If so, to what extent has this church enhanced that practice?

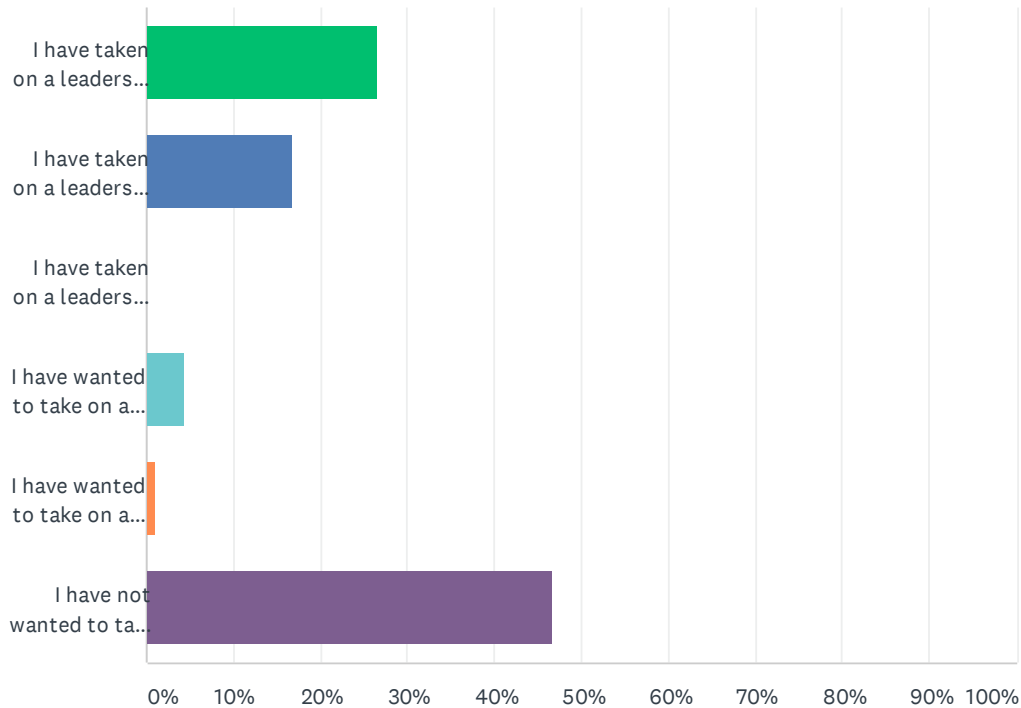
Answered: 91 Skipped: 1



ANSWER CHOICES	RESPONSES	
I do have a spiritual practice and my experience in this church has greatly enhanced it	24.18%	22
I do have a spiritual practice and my experience in this church has moderately enhanced it	37.36%	34
I do have a spiritual practice and my experience in this church has slightly enhanced it	14.29%	13
I do have a spiritual practice and my experience in this church has not enhanced it	1.10%	1
I do not have a spiritual practice	23.08%	21
<b>TOTAL</b>		<b>91</b>

## Q7 Has UUCN provided you with the opportunities you have wanted to be a leader within the past church year? If so, how much support did you receive?

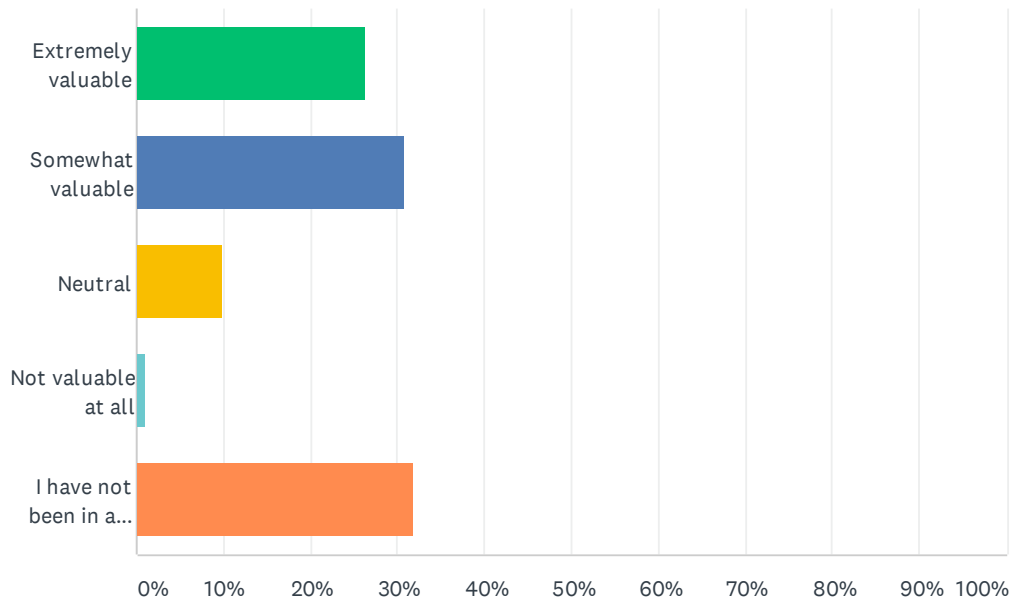
Answered: 90 Skipped: 2



ANSWER CHOICES	RESPONSES	
I have taken on a leadership role and felt a high level of support from the church	26.67%	24
I have taken on a leadership role and felt a moderate level of support from the church	16.67%	15
I have taken on a leadership role and felt no support from the church	0.00%	0
I have wanted to take on a leadership role but did not know how to volunteer	4.44%	4
I have wanted to take on a leadership role but have felt shut out	1.11%	1
I have not wanted to take on a leadership role in the church	46.67%	42
<b>TOTAL</b>		<b>90</b>

## Q8 How valuable has your church leadership experience been in expanding your skills and in supporting your growth as a person?

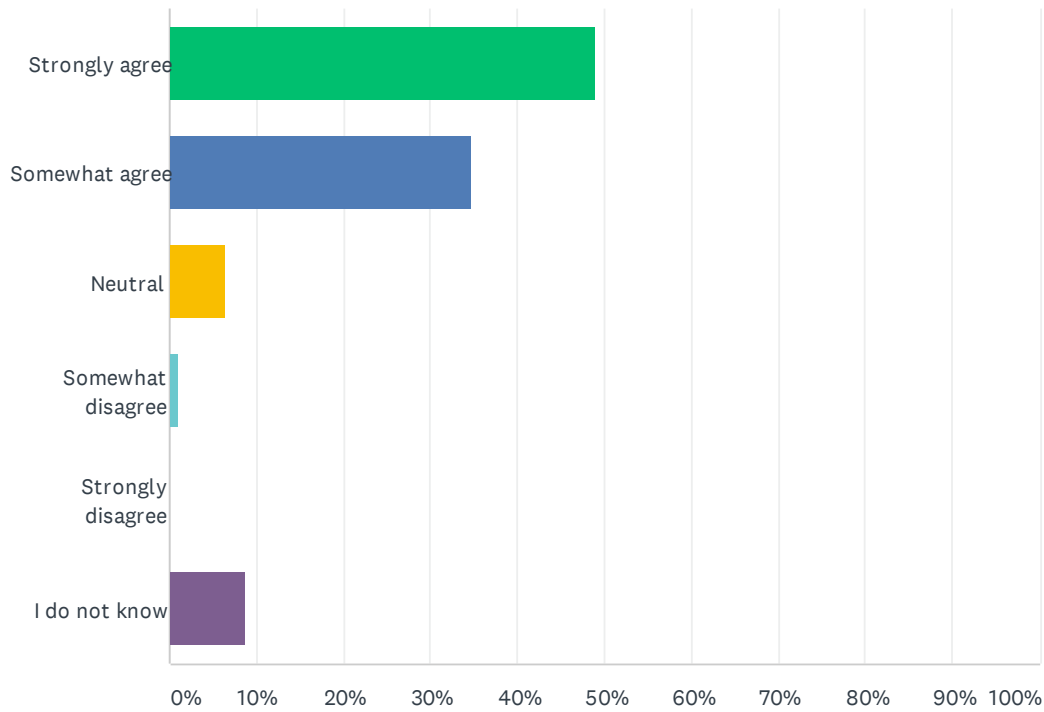
Answered: 91 Skipped: 1



ANSWER CHOICES	RESPONSES	
Extremely valuable	26.37%	24
Somewhat valuable	30.77%	28
Neutral	9.89%	9
Not valuable at all	1.10%	1
I have not been in a leadership role	31.87%	29
<b>TOTAL</b>		<b>91</b>

## Q9 My contributions in time, talent and financial support have a direct impact on the success and sustainability of UUCN.

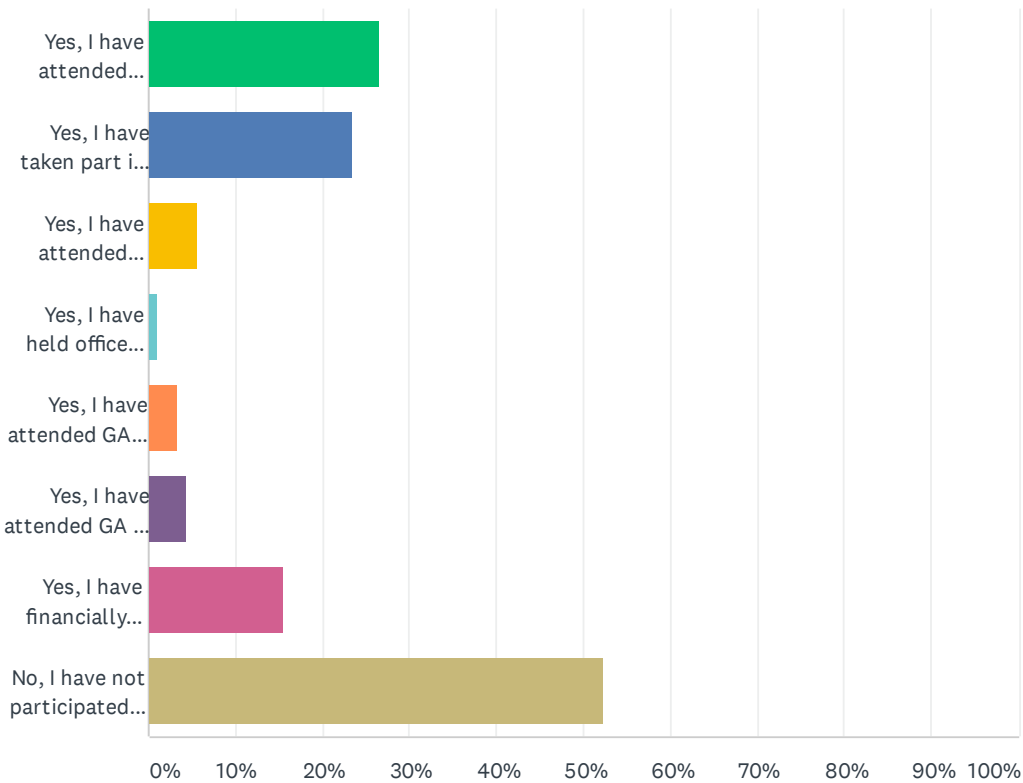
Answered: 92 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	48.91%	45
Somewhat agree	34.78%	32
Neutral	6.52%	6
Somewhat disagree	1.09%	1
Strongly disagree	0.00%	0
I do not know	8.70%	8
<b>TOTAL</b>		<b>92</b>

## Q10 Within the past 5 years, have you participated in the larger UU community? Check all that apply.

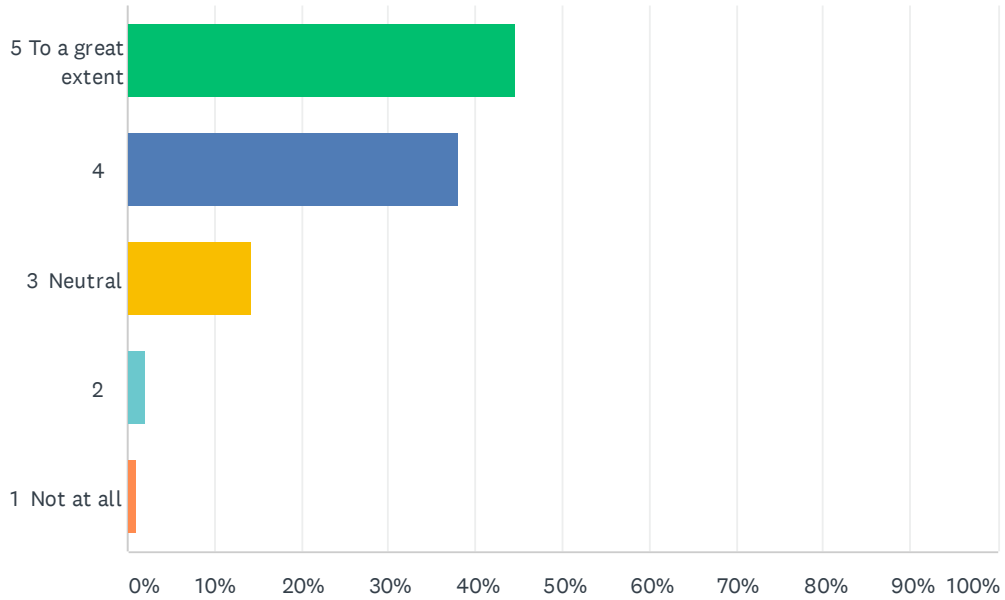
Answered: 90 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes, I have attended trainings provided by the District, Region, UUA, or other UU churches	26.67%	24
Yes, I have taken part in social justice actions organized by the District, Region, UUA, or other UU churches	23.33%	21
Yes, I have attended District or Region governance meetings	5.56%	5
Yes, I have held office with the District or Region	1.11%	1
Yes, I have attended GA (not as a delegate)	3.33%	3
Yes, I have attended GA as a delegate	4.44%	4
Yes, I have financially supported others' attendance at events within the larger UU community (such as GA registration costs, etc.)	15.56%	14
No, I have not participated in an event or action outside of UUCN	52.22%	47
Total Respondents: 90		

### Q11 To what extent do you see members of UUCN working in partnership with each other and other organizations to advance justice and promote healing in our community and our world?

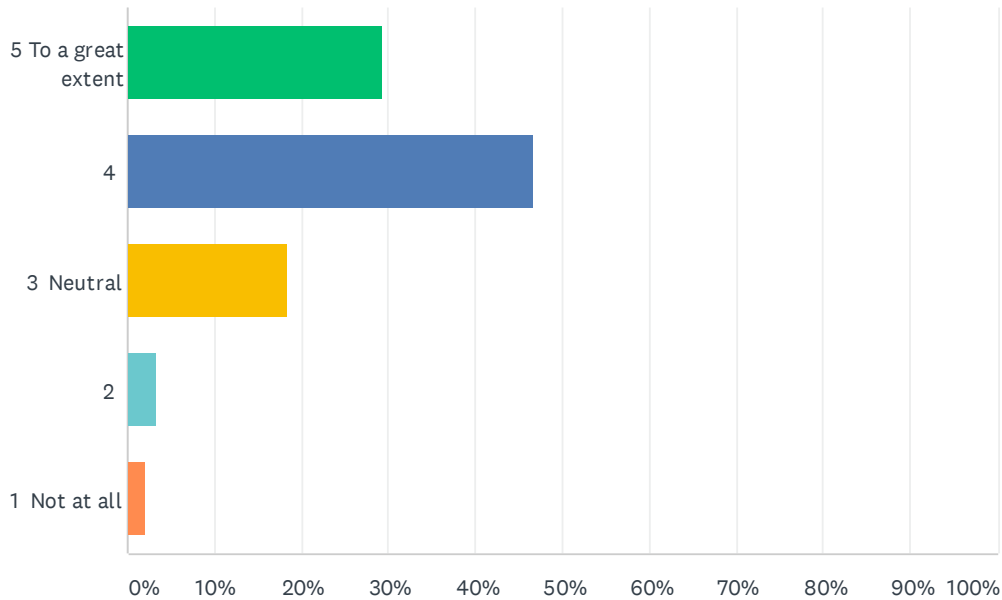
Answered: 92 Skipped: 0



ANSWER CHOICES	RESPONSES	
5 To a great extent	44.57%	41
4	38.04%	35
3 Neutral	14.13%	13
2	2.17%	2
1 Not at all	1.09%	1
<b>TOTAL</b>		<b>92</b>

### Q12 To what extent have sermons and teachings at UUCN helped you develop a deeper understanding of systemic oppressions and helped you work to dismantle them, both personally and within the larger world?

Answered: 92 Skipped: 0

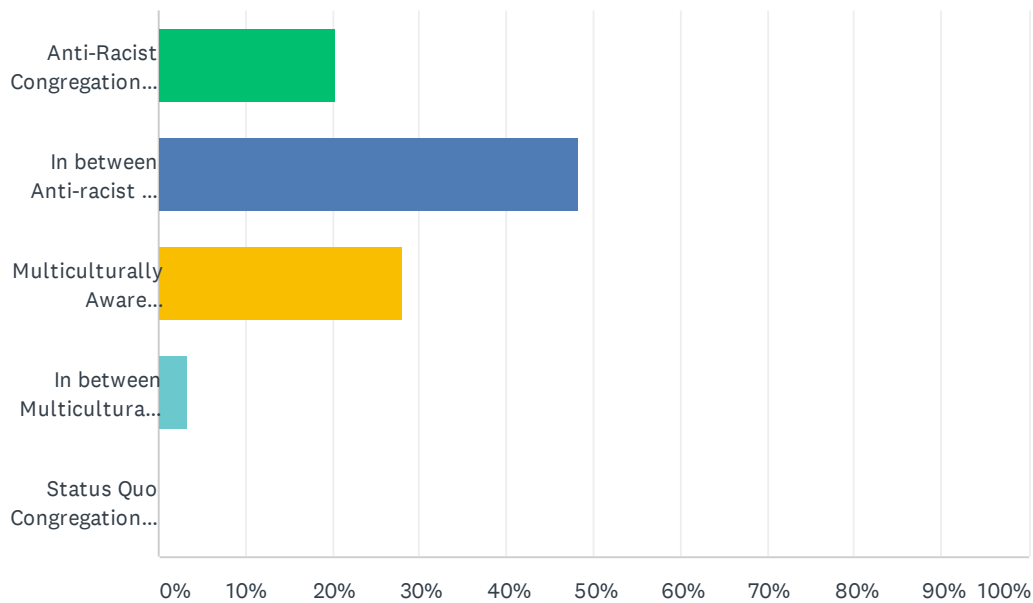


ANSWER CHOICES	RESPONSES	
5 To a great extent	29.35%	27
4	46.74%	43
3 Neutral	18.48%	17
2	3.26%	3
1 Not at all	2.17%	2
<b>TOTAL</b>		<b>92</b>



### Q13 The UUA defines three levels of commitment to racial justice, the Status Quo Congregation, the Multiculturally Aware Congregation, and the Anti-Racist Congregation. Which describes UUCN?

Answered: 89 Skipped: 3



ANSWER CHOICES	RESPONSES	
Anti-Racist Congregation: Racial justice is central to the identity of the congregation and receives wide and passionate support from the congregation as a whole; racial justice efforts are well funded; multiple social actions to dismantle white supremacy are available to members and widely attended in public; multicultural awareness and sensitivity are integrated throughout church life.	20.22%	18
In between Anti-racist and Multiculturally Aware (see below)	48.31%	43
Multiculturally Aware Congregation: Racial justice is championed by only a small group of people and not the wider congregation; funding level varies widely based on budgetary pressures; occasional, but not necessary well-considered forays are seen into multicultural music, faith formation, or worship events; actions of public witness occur, but are limited in scope and number of church participants.	28.09%	25
In between Multiculturally Aware and Status Quo (see below)	3.37%	3
Status Quo Congregation: : Racial justice is rarely mentioned and is not a focus of the church's work; multiculturalism is largely absent in music, faith formation, and educational forums; racial justice work is not represented in the budget; the church remains separate from its community and maintains a privileged White tradition.	0.00%	0
<b>TOTAL</b>		<b>89</b>

Q14 Is there anything else you would like us to know about your experience at UUCN? (The text box below will expand as you type.)

Answered: 32 Skipped: 60

**Q 3 An important source of care, support, and connection in a congregation is being able to share life's struggles, joys, and transitions with each other. To what extent have you been able to ask people at church to share these life events with you and what response have you received?**

You can never work at this too much.

I've been better at asking for help in the last year, and some individuals reached out to me personally. A few people continue to follow up with me.

Folks from church were enormously helpful after my father & brother died. Both emotionally supportive & practical help with clearing my father's house & moving.

I haven't asked often, as I'm private about many things, but when I do, I get support.

I have found great support from Rev. Allison

This interaction is limited to the team of people with whom I volunteer, which is the environment in which I feel comfortable.

Haven't had much for life events since joining but even in sharing small talk and little bits, have always felt valued and supported. And really appreciate when adults listen to my daughter share her thoughts and events.

This is a tricky question for an introvert. Another possible answer could be: "If I asked people to share life events, I expect that I would receive support."

People nearly always reach out after a service in person or by email if I say something in Joys and Concerns

I do appreciate the phone calls/emails to 'check on me' during COVID19.

**Q 4 When do you talk to others (not within UUCN) about Unitarian Universalism?**

I do not bring it up as often as I'd like, because I also think this is private, personal information.

I talk to family and friends about UU ways

Talking about my church is a very new experience for me. So I don't talk about it a lot but I will occasionally throw it out there if it's related to the conversation.

Probably an intermediate answer is more truthful for me. I may say I do something "in my church" or say something more specific if it makes sense. Very seldom would give an elevator speech unless explicitly asked.

## Q7 Has UUCN provided you with the opportunities you have wanted to be a leader within the past church year? If so, how much support did you receive?

I have not wanted to take on a leadership role this year but I have in the past and felt supported.

I am new. I like participating, but do not feel ready to take a leadership role

I did volunteer for a leadership role but the empty position was filled.

I have held leadership roles at UUCN in past. I appreciate the way UUCN is opening opportunities for newer members as well as people of 5 plus years of membership. My answer to #8 refers to effect of my past roles

I've taken on multiple leadership roles in the church, with varying levels of support. I stayed in the ones where I felt supported and left the roles that I did not (these were Faith Formation leadership roles). For me, feeling unsupported includes disorganization and lack of higher leadership.

There is no answer for someone that has recently become active. I'd like to take on a leadership role but need some time to figure out how to fit into it.

I currently have too many demands in my personal life & that's my focus. I hope in future to be more involved; but it may yet be a couple of years.

I have found great help from my congregation

I have been in leadership positions in the past, but have taken a hiatus for the past two years.

I am involved in two long term leadership roles, so no change in the past church year.

I wanted to but have been unable do to personal time constraints!

I enjoy being active and participating in the church - e.g., covenant groups and activities.

None of these answers are quite right for me. I have volunteered and expect to start into a role or two soon, but have not really yet.

## **Q14** Is there anything else you would like us to know about your experience at UUCN?

I am very fond of Rev Allison and the church Staff and leadership and congregation. I think we do well but could do better in our various goals though I am not exactly sure how. That's true of me personally as well, and I have trouble finding more time, though I think the church and it's people one of the better ways to spend that time.

good survey, thank you

UUCN has helped me over many years to be a better, kinder person by often reminding me about the important values in life

Thank you for hosting the Nashua Buddhist Meditation Group; this group has become very important to me.

I love the church and the people in it.

We are a church with great lay and professional leadership and I think we are ready to do great things. So proud of this congregation!

Thanks to everyone involved for doing this research!

Due to family illness issues, my experience in the last few years has been very limited. I haven't reached out for help either.

It has been an essential part of my life since childhood.

The Universalist Choir was a starting point toward my commitment to the church, but when things were put on hold, it made my life change in a way that would be either hard or unaccepting. I'm glad we can still share our thoughts this way.

We are still pretty new to the church & that is why most of my answers are neutral. We hope to get more involved once things start up again.

Question #1: I have no direct contact with FF kids, but see real value in diversity of worship experiences provided this year. Question 5: I work at living my UU values, but struggle at times. This spring has offered worship and connection challenges, but I am grateful for the work of staff to make our Zoom connections meaningful and full of wonderful music.

I checked no items in #10. The first seven items refer to specific types of events, while the last question was much more broad. In other words, I have participated in events not explicitly listed in questions #1-7 but would fall under the blanket description in #8.

I would like more intellectual stimulation that helps beg the question, "What did you think about that?"

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I have been a member of the UU Church for almost two years. I have found all my interactions with the congregation and its staff extremely supportive. I have made wonderful friends and have met truly amazing people ♥

I feel very fortunate to belong to this community. Even when I am not able to physically be in attendance.

In my time at UUCN, I have known four ministers; two settled and two interim. In comparing our current minister to the other three, I do not find her to be especially inspiring. As our spiritual leader, I place her in the number three position, behind Olivia Holmes and Steve Edington.

On #6 above, attending church and church sponsored events is pretty much my spiritual practice.

Question 1 - my son attended our church when we had the full RE curriculum in place. I am very glad he got to experience the full curriculum. I know it guided the development of his values. Our church provided his only opportunity to be in contact with gay people and transpeople, and this familiarity was provided via the curriculum. OWL and the racial justice class were very important for this. We attended church regularly so that he could have the opportunity to take full advantage of the RE program that was offered. I don't have a good understanding of why our current families do not feel a commitment to attend regularly. Does the number of children in our FF program follow the national trend of fewer children? (I guess I should say fewer white middle class children, as these are the folks who comprise the majority in our church.) Question 13 - So this question is about racial justice, and not about social justice. If Racial Justice is "central to the identity of the congregation", does that mean Racial Justice should be our sole

focus and we should ignore the social justice issues of homelessness, LGBTQ advocacy, food insecurity, inability to pay bail? I don't support the goal of being a singularly focused congregation.

Just taking this survey makes me miss you guys and reminds me I should join Sunday congregations again.

I'm not active in the church so take my answers and non-answers accordingly. Not many opportunities to answer as a non-active member.

I appreciate Rev. Allison's personal sermons and the Zoom services overall.

There is one component that previously was included in our values which seems to be missing now: development of a personal religious identity or philosophy. I miss that. Having said that, I don't think it is the most important component.

I am intrigued about Question 13. It feels like a loaded question, to suggest that our church is never doing enough. I am comfortable with being "multiculturally aware" and would not want to focus the congregation's core identity into racial justice. The scale would be skewed too much into one single topic.

I have been encouraged and happy to see the vibrancy and social awareness of the congregation increasing in recent years.

When Steve left and Olivia was brought in, the church went "corporate" with the UUA. That was a bad step forward. That, along with a focus on much more liberal/edge viewpoints and politics has made the church rather unappealing to me as a boring, liberal-thinking middle-aged straight white guy that wants to do good through UU values and make the world a better place. Some of the discussions and sermons seemed borderline accusatory towards people like me - even though people like me made up the majority of the congregation. Why would I want to be part of that? Take a look at question 13 on this survey. I never saw ANY racism whatsoever at the church and would definitely say that the Nashua church is very, very anti-racism. YES, we should all work to end racism! Why is this question being asked here? Is there a secret UU Nashua Klan group that I don't know about? How much anti-racism is "enough" for the UUA? Why is this THE major topic for this particular church? I believe that just mentioning this topic would make many members declare me "systematically oppressive" as you guys seem to be saying. That's a problem. I remember having many wonderful conversations at coffee hours where people disagreed but respected each other's views and considered each other friends. I did not feel that was possible at all at the last service I attended (some time ago). I hope the church finds it's way, whatever way that may be and that whoever that audience is, they find solace in its teachings.

UU Nashua has moved beyond traditional libertarian religious values that ininitially attracted my family and me to the church. I disagree and am uncomfortable with the politically correct liberal value system to which the church has moved in the past few years. Multicultural and racial tolerance are positive messages. And helping people achieve equality is good. Suggesting people are white supremists merely because they are white and have had opportunity is negative. I see the church adopting too much of the politically correct social justice agenda by default without thought and balance.

No

Is there any way to go the Grief Support group over Zoom since we cannot meet in person?

I know it is important for church growth that we attract new members with a focus in young families. I feel that by focusing on making our church more hospitable for families and children and making additional accommodations for them, we have forgotten how some of these changes may effect older adults in the congregation. Some people miss a quieter more meditative/spiritual time during the service. Wonder box is a great teaching tool but perhaps not every week. Children are an important part of the service but maybe not for the entire time. Older members have a lot to offer to the life of the congregation but their needs and opinions Should be considered and solicited.

I have always treasured the fact that I feel safe taking risks in the church, be it performing, speaking up on a controversial subject, or disagreeing.