

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

November 5, 2020

*Meeting held via videoconference due to COVID-19*

**Final Minutes** by Jodie K. Holway, Clerk of the Board of Trustees

**Reviewed by** Roy Goodman, Andy Capen, Lindsey Hedrick, Victoria Agnew, Lindsey Sylvester, Cecile Bonvouloir, Burns Fisher

**Meeting Attendees:** Victoria Agnew, Ben Atherton-Zeman, Cecile Bonvouloir, Andy Capen, Burns Fisher, Roy Goodman, Lindsey Hedrick (Vice President), Jodie K. Holway (Clerk), Lindsey Sylvester (Treasurer), Brenna Woods (President), Sherri Woolsey (Parental Leave Acting Co-Executive, P.L.A.C.E.)

Full Agenda: Appendix A

**1. Chalice lighting and Lindsey Sylvester's storytelling, Brenna Woods and the Board**

1. Lindsey S. is full of admiration for how Brenna helped create our new Mission and Ends
  - i. Lindsey had very recently become part of this church
    1. She'd been a Friend for a year
    2. She became a member in May, joined the Board of Trustees in July
    3. This summer retreat in Aug 2019 introduced her to the Board for 2 days
  - ii. Retreat's task was to create a new Mission statement and Ends statement for UUCN
    1. Lindsey as a nervous new Board member isn't sure what these are
    2. But they sound very important and creating them is a huge responsibility
  - iii. Turns out there are 45 pages of excel spreadsheet that need to be synthesized
    1. They include thousands of pieces of input, gathered by the Long Range Planning Committee from surveys and conversations with whole congregation
  - iv. All the Board members split up into groups on day 2 to organize pieces of this puzzle
  - v. Brenna was in Lindsey's group and led her through this scary-big job
    1. Sat down on floor, armed with highlighters to color-code it all
    2. Organized and juggled and classified and tamed all the feedback
  - vi. It was exhausting but turned out to be possible, even fun, and it was SUCCESSFUL!
    1. That day gave us a beautiful mission statement and ends statements!
    2. Consultant Laura Park led the groups together to make something amazing!
  - vii. Brenna taught Lindsey the lesson that no task is too large, even if it seems impossible
    1. Lindsey felt really supported in this crazy first experience with UUCN Board
    2. And she felt proud of what we all together with Laura accomplished!
2. Brenna Woods adds her recollections to this story, about the origin of the LRPC
  - i. She still has dreams about the enormous excel spreadsheet!
  - ii. The back-story is about herself as a willing but novice Board member too
    1. LRPC was started by Ellen McCormick and a person who's no longer a member
    2. After Brenna's first month on the Board, she agreed to help future planning

- iii. Suddenly this project ballooned from a reasonable size to enormous:
    - 1. We're supposed to survey the entire congregation? What?
    - 2. Then we present conclusions to everyone at Annual Meeting? What!!
  - iv. Suddenly Ellen dropped out, so the whole "committee" was just Brenna now
    - 1. That's why Brenna gathered as many people as she could, to get HELP!
  - v. This LRPC effort is still the scariest thing she's ever done in her life.
3. Encouraging comments from Burns and Jodie:
- i. Recognizing the need to pull others in to help you is itself doing something!
  - ii. Part of leadership is getting people to buy-in and motivated to help you
  - iii. Laura Park guided this effort but we did it all, and it was a beautiful collaboration
  - iv. When Rev. Allison read out the Mission at the end, she had a tear in her eye!

## 2. Consent Agenda

- 1. **MOTION** to accept the [June 2020 minutes](#), from last church year  
**MOVED** by Burns Fisher, **SECONDED** by Lindsey Hedrick, **PASSED**
- 2. **MOTION** to accept the [October 2020 minutes](#)  
**MOVED** by Lindsey Sylvester, **SECONDED** by Lindsey Hedrick;  
Andy Capen and Cecile Bonvouloir abstain as they did not attend; **PASSED**

## 3. PLACE Report, Sherri Woolsey (see Appendix B)

- 1. Joint meeting with the Board of Trustees and Mark Ewert to discuss stewardship
  - i. Coming up on short notice, November 10, at 7-8:30 pm
  - ii. No pressure, but who can attend? Brenna and Lindsey H. and Roy will be there at least. And Cecile and Burns, and maybe Andy, and Lindsey S.
- 2. Homeless guest had been on the church steps, described in report
  - i. This pandemic has closed day programs, libraries, other places homeless people have gone, per Ben's Interfaith Council, and the weather is getting colder
  - ii. Nashua has <1% vacancy rate, no place to go, and no jobs, per Roy
  - iii. Jed Holland masterfully balanced a loving pastoral approach with firmness to vacate
    - 1. He went far beyond a music director's job description
- 3. Three new families have joined our congregation
  - i. This is great, but it's terrible that the all-virtual format means not more of us have gotten to know them in person as they've arrived
- 4. Land Acknowledgment program is getting underway, after Sadie's service on October 11, 2020
  - i. Four people reached out to her, wanting to help research and acknowledge this
- 5. UUCN's bookkeeper Lori Bonnette could accept the bookkeeper position for preschool
  - i. No conflict of interest, this is fine if it does happen
- 6. UUCN Property Committee is seeking volunteers for the fall Cleanup:
  - i. This year congregants will sign up due to social distancing
  - ii. This year congregants will only clean the church grounds, not the cemetery
  - iii. This year hired a contractor for the cemetery, to do a professional job

4. **Special Workshops from the UUA – Interest?** Brenna Woods
  1. Two new opportunities to get involved, learn, and meet others in the denomination
    - i. UUA’s Meck Groot contacted us specifically for our church to participate
      1. We would collaborate and share all the amazing things UUCN is doing now:
      2. New approach to music, the Wonder-Bot, our Bitmoji Church, etc. etc.
    - ii. [Retooling for New Realities](https://www.uua.org/leadership/library/retooling): A Year-Long Learning Community for Congregational Leaders (4 people) – see <https://www.uua.org/leadership/library/retooling>
    - iii. [Claiming Our Spiritual Leadership](https://www.uuoinstitute.org/courses/spiritualleadership-305/) (4 people), self-paced modules and a couple meetings – see <https://www.uuoinstitute.org/courses/spiritualleadership-305/>
  2. Please consider enrolling – RSVP to Brenna Woods by November 12 if interested
    - i. Cost is \$30 which we would pay ourselves, no budget for this
    - ii. This can work pretty well as how-to training for new Board members
    - iii. Informal request for volunteers to enroll; Lindsey S. is interested in Retooling
5. **Update on upcoming Congregational Meeting**, Brenna Woods and Jodie K. Holway
  1. The same Tech Team for Annual Meeting just met and planned communication for this
  2. We’ve invited members electronically, now will phone the people who are phone-only
  3. Some worries about getting the required quorum to be representative and hold a vote
    - i. A few notable congregants just mentioned they weren’t even aware of this meeting
    - ii. We have 272 total members now, and 20% is a quorum, so 55+ must attend
    - iii. Oh good, as of today 43 are registered –seems very reassuring, we’ll have enough
6. **Children’s Winter Garden at White Wing School (CWGWWS) Update**, Victoria Agnew
  1. Teachers, parents, students are all happy to be back after the COVID shutdown
    - i. Families were all supportive, appreciated the remote work provided
    - ii. One parent asked about a possible tuition decrease during remote time, but they accepted that it was not the policy
    - iii. One student had mild symptoms and is fine now, one teacher is still recovering
  2. What about wearing masks? Better compliance now, but still not great
    - i. Our Safe Congregation Response Team (SCRT) provided the policy, there should be better adherence
      1. This policy was conveyed to the teachers did not meet directly with SCRT
      2. (This operational policy is not owned by the UUCN Board)
    - ii. Some resistance, which is frustrating to the UUCN staff and this Board
      1. Teachers say “Kids hate it,” but adults must model, kids shouldn’t drive it
      2. This lack of concern may only get worse as this election cycle wraps up
    - iii. Recall during the summer, teachers weren’t wearing masks at all
      1. At that time we worried about whether we should even open the school
      2. Now we wonder what would make us decide to close it?
      3. We need to balance keeping kids at home vs. in a preschool without masks
      4. If a parent gets COVID, any possible civil suit us for irregular mask-wearing?
      5. Conservatives want the CARES Act II to not hold businesses liable
    - iv. **ACTION: Brenna Woods** to talk with SCRT and ask them to review UUCN’s COVID-19 policy with the preschool, and to ask them whether we might be at risk of being sued

3. Doors need to be replaced, this is on Sherri's radar already
  
7. **Invested Funds Committee (IFC) Update**, Lindsey Sylvester
  1. IFC has quarterly meetings with Bank of America (BoA)
    - i. This was first time Lindsey S. attended one, introduced herself as our new treasurer
    - ii. Attendees: Michael Wrenn, our BoA advisor, and Andrew Dana, a BoA representative, Lindsey S., and the IFC members
    - iii. Next meeting: Jan 2021
  2. Overall perspective from BofA
    - i. Some discussion of national election: Biden would mean more stable markets
    - ii. Volatility spike after the pandemic hit, now back to a more even keel
    - iii. Low-income jobs are being lost, higher-income are affected by work-at-home
  3. UUCN's investment account at BofA is doing OK
    - i. Recovering nicely since pandemic hit in March 2020
    - ii. Operating budget pulls out a prudent 4.5 % = \$11K per month
    - iii. Endowment is approximately \$4 M, restricted funds are 4% or approx. \$90,000.
    - iv. Cemetery funds are part of our endowment funds, this is invested alongside UUCN's
      1. 11% of the total endowment is in the name of the cemetery
      2. One trustee of Cemetery Committee is also a member of the IFC
      3. That's Kevin Murray although he has not attended lately
  4. Introduce the Board's new subcommittee to guide the Endowment (after BofA left)
    - i. IFC members reacted quite positively, thankful for forming this subcommittee
    - ii. They had tackled this in the past, we do need understanding and policy
    - iii. Question: what fees do we pay BofA? Lindsey will find out.
  
8. **Proxy Voting Request**, Sherri Woolsey
  1. Upcoming all-congregation meeting, can people vote by proxy if they cannot attend?
    - i. This question comes up regularly over the years, usually for annual meeting
    - ii. Not mentioned as allowed in UUCN Bylaws, so we always say no
    - iii. Perhaps the person could send their proxy vote direct to the meeting clerk
  2. This time, prompted by Bob Sampson who will be in rehab and may not be able to dial in
    - i. Could we consider allowing proxy voting for medical situations?
    - ii. Note a virtual meeting like this one makes it much easier to attend than in-person
  3. What could be the negative consequence of allowing it?
    - i. People with bad intentions might convince many others to give them their proxy
    - ii. People who don't attend cannot contribute to discussion, especially if the question gets amended and changes during the meeting
    - iii. People who don't attend cannot get new information from discussions to make up their minds, so they cannot change their opinions and votes based on discussion
  4. Conclusion: "We don't support proxy voting. Do your best to call in; this is not a risky meeting; we'll get a quorum even if you cannot come; we hope you can come next time."

## 9. Subcommittee Reports

1. Monitoring Subcommittee, presented by Lindsey Hedrick
  - i. Members: Lindsey Hedrick, Andy Capen, Cecile Bonvouloir, Jodie K. Holway
  - ii. We are reviewing the [Governing Policies](#) Section II, all items A-L
    1. Each of us reviewed a few items, brought up issues, gaps, and clarifications
    2. Plan to meet this week with Unity Consulting's Laura Park to ask questions
    3. Note that Laura's church has its own monitoring methodology
  - iii. Next steps
    1. Each of us will make the suggested corrections in our sections for review
    2. Report back to the rest of this Board, hope to be done by our Jan meeting
    3. First half of this year we will work on monitoring of ourselves the Board
    4. Second half of the year, work on monitoring of Executive Director relationship with Board and the ED Limitations
  - iv. Question: are we comparing ourselves to other churches of similar sizes/issues etc.?
    1. Yes, depending on the question, although public models for comparison have been hard to find, despite Cecile looking diligently
    2. We will check with Laura
2. Endowment Subcommittee, presented by Lindsey Sylvester
  - i. Members: Lindsey Sylvester, Burns Fisher, Roy Goodman, Victoria Agnew
  - ii. Table listing ambitious topics to investigate for the rest of year
    1. Nov: checking other churches and UUA's Common Endowment Fund (CEF)
    2. Dec: plan to attend UUA's CEF investor call
    3. Jan: talk with CEF
    4. Feb: outline the new policy for UUCN and its goals
    5. March: create a draft of our new policy
    6. April: get feedback from this Board of Trustees and the IFC
    7. May: finalize the policy
    8. June: vote as needed
  - iii. Question: will you reach out to others beyond BOT and IFC?
    1. Lots of congregants have opinions, we could discuss with the whole congregation – this would help each person articulate how they feel about it
      - a. Officially this Board is the elected representatives of the church
      - b. But we certainly need to get all stakeholders' input and buy-in
    2. Cemetery Trustees? They have a separate endowment
      - a. This could stay separate from the UUA Common Endowment Fund
      - b. Suggest putting this question on their planning agenda
    3. Preschool Board? They receive a distribution from the endowment once a year as a gift from the church
  - iv. Question: this list of actions is fantastic but complex, may be too much for one year?

- v. Two independent parts to tackle
  - 1. First, what are our goals for investing
    - a. Money can drive the desirable behavior for good in the world, as Mark Ewert said, “Moving the levers of finance”
    - b. Today two-thirds of our endowment is invested BofA’s socially-responsible, but this isn’t changing the world
  - 2. Secondly about what to spend on, how can we take any money out in future
- vi. Found past guidance in the 2005 congregational survey
  - 1. Results from 15 years ago:
    - a. Agreed to not touch the principal, take out a prudent 4.5%
    - b. Clearly felt: Pledges not endowment should fully fund our operation
  - 2. How should we survey the congregation again now?
    - a. Decide how to present the topic and what info to seek
    - b. This can be the topic of a Sunday service, e.g. The Power of Money
- vii. One of the steps in Building our Vision: to work with a financial consultant to assess what we have and how much money we could achieve via a capital campaign
  - 1. Inevitably people will ask, why donate to a capital campaign to renovate our buildings when we have such a large endowment?
  - 2. By that time we definitely hope to have a policy about whether and how much the endowment contributes to these efforts
- viii. How does the timing interweave?
  - 1. Gaining consensus on the purpose of the endowment may be more important than developing the policy for timeline of capital campaign
  - 2. Policy tells you more details, like how it’s invested – so figure out purpose first
- ix. Could spend board discretionary funds on consulting hours for Mark Ewert
  - 1. But the subcommittee isn’t ready yet – Brenna will just get a quote from him

**10. Presents for Tristan and Allison, Brenna Woods**

- 1. Donate to Brenna and she’ll put together a baby/family gift
- 2. \$20 minimum suggestion, give to Brenna via Venmo, cash, check, drop off or mail

**11. Covenantal Check Out and Closing**

**Appendix A:** Full Agenda

**Appendix B:** PLACE Report

# Agenda

## Board of Trustees, Unitarian-Universalist Church of Nashua

September 3, 2020 6:30pm

- 6:30 (10) Check in**
- 6:40 (5) Chalice Lighting: Lindsey S's Story**
- 6:45 (10) Follow Up Story Telling (Everyone)**
- 6:55 (5) Consent Agenda (Brenna)**
  - Review October Minutes
- 7:00 (20) Staff Report (Sherri)**
- 7:20 (15) UUA Special Workshop Interest? (Brenna)**
  - Retooling for New Realities: A Year-Long Learning Community for Congregational Leaders (4 people)
  - Claiming Our Spiritual Leadership (4 people )
- 7:35 (10) Update on Congregational Meeting (Brenna)**
- 7:40 (10) CWGWWS Update (Victoria)**
- 7:50 (5) IFC Update (Lindsey S.)**
- 7:55 (5) Break**
- 8:00 (15) Proxy Voting Request (Sherri)**
- 8:15 (50) Subcommittees (Committee Members)**
  - o Monitoring (25)
  - o Endowment (25)
  - o A time for asking questions in each section
- 9:05 (5) Presents for Tristan and Allison (Brenna)**
  - o \$ donation?
  - o specific gift?
- 9:10 (10) Space for Election conversation (Brenna)**
- 9:20 Check Out (Brenna)**
  - How did we do this evening?
  - Did everyone feel heard?
  - Is there any concerns or compliments you want to give to the group?
- 9:25 Closing Words (Sherri)**

## **November 2020 PLACE Report**

### **by Sadie Kahn-Greene and Sherri Woolsey**

Hello Board! While we anxiously await our nation's Presidential outcome here are six pages to take your mind off of that subject and let you know what is happening at UUCN:

#### **Stewardship update:**

The Stewardship Team held the first ever online auction from October 25-November 1. We had a total of 47 items, mostly of artists renderings - paintings and photos, with some hand made glass blown pendants and two hand made glass blown bowls, along with an assortment of other donated items. Only 4 items went unsold either because the reserve price was too high or there was no interest in the items. We made a total of \$2,270 including a \$250 cash donation. The team is considering doing another online auction this spring.

Yard Signs were also sold in October thanks to the wonderful inspiration and generosity of Carol Houde and Harry Purkhiser. We sold 37 signs at \$20 each and with some cash donations raised a total of \$721. The budget planned for \$4,000 in fundraising this year and we are over halfway to that goal.

The team is looking forward to November 10, 7pm joint meeting with the Board and Mark Ewert to discuss stewardship.

#### **Property update:**

During the two week shutdown of the facility when one of the Preschool Teacher's was positive for COVID we had an uninvited guest move in on our front porch and make a complete mess of it. Jed and his son, Michael, graciously agreed to clean up the mess after Jed had made a few attempts to meet our uninvited guest and ask him to leave. Staff had discussed prior to Jed approaching the person how best to handle the situation and we decided to take a pastoral approach offering a \$50 Market Basket gift card and two of the grocery bag mats made by our Youth Faith Formation Love in Action attendees last winter. Alas the person wasn't there each time Jed attempted to speak with them so he and Michael removed all items to the dumpster except for a trinket box that appeared to be of sentimental value.

A week ago another uninvited guest moved in on our front porch and this time was underneath a pink blanket when Jed agreed to go speak with them to let them know they could not call our location a home. The man, Eric, was indeed homeless and Jed assisted him in relocating all his possessions, sans two shopping carts and a wheelchair, to another location. While in Jed's car being relocated Eric recognized the trinket box as belonging to him and Jed gladly gave it back. Eric was our uninvited guest the first time too. We feel using a pastoral approach to the situation gave the best possible outcome to the situation. Eric is a regular to our community dinners and while we are glad he is comfortable and familiar with us we aren't glad to have him call our porch home.



The Property Team is doing a fall cleanup on two consecutive Saturdays this month, November 14 & 21. To keep with social distancing guidelines people are being asked to sign up via SignUp Genius for time slots to come and do some raking of just the church grounds. The Cemetery Trustees have chosen to pay their contractor to do the Cemetery Grounds clean up this year and not the church. The Property Team will be handing out yard waste bags for volunteers to fill and then leave in the Grove Street parking lot. There will be no big leaf pile this year.

The sprinkler heads in the Sanctuary and exterior of the Sanctuary all need to be replaced as they failed inspection. This will cost approximately \$9,700 which is far less than the \$25,000 we were anticipating to replace all heads in both the Sanctuary and Parish House. The replacement will happen sometime this fall. The contractor has been unable to give a definite date when it will happen. All other inspections of the facility have been completed and we have passed. As a side note, the Fire Marshall commented on how wonderfully maintained our facility is considering its age.

**Music update:**

Jed has been alternating Wednesday evenings between song sharing and music technology/video production. He has had up to 9 people attend any one evening and it seems the song sharing is the least attended of the two. He may be looking to either cancel the song share or try something different. He's had sporadic success with people adding their voice to "Peace and Joy" video that is played weekly. The production/technology seems to be more of a draw for congregants with an average attendance of 5 people.

We have had music videos submitted from several different congregants for Sunday services that have all been well received. Jed is always welcoming anyone who would like to share their vocal talents and make a video for an upcoming sermon. He continues to cull our Kooper archive for previous music and hymns to set to slides for services. Anne Smith has been assisting with this as well.

**Financials update:**

The financials are attached and everything appears to be in line except for one item. Our water usage is  $\frac{1}{3}$  more this year than anticipated. In looking into this it appears we didn't account for the preschool teachers having to consistently and constantly have the kids wash their hands throughout their time in school. Additionally, the teachers have to wash all toys used that day individually and then set them aside to air out for 24 hours. This is using water more than normal. We will likely exceed our water budget by a third or a little more this fiscal year.

**Staff update:**

Lori Bonnette, our Bookkeeper, has been approached by the preschool to become their bookkeeper. Chris Clanin had asked Sherri prior to asking Lori as the Preschool Board made

the recommendation. If Lori accepts, she will be employed by the preschool and we will have to work out her payroll details.

Sadie has received the first application for our Ministerial Intern for the next fiscal year. She will be corresponding with the applicant to let them know what the process is and that it will begin in January.

Sadie led the worship services on Oct. 11th and Nov. 1st.

Ben has his MFC date, December 4 at 3pm. Sherri has volunteered to do some teching for him as his interview will be via zoom and he will present a short video sermon.

### **Faith Formation Update:**

The month of October saw all our planned faith formation programs are up and running.

#### **Adult Programs**

After church ***Inquirers sessions*** using the Faith Forward online curriculum have been hosted by Karen Thomas with guest speakers offering a church focused conversation for newcomers and long time members. Attendance has been sporadic, with small groups of 4 people to more than 30 for the virtual tour on Oct. 25th.

Our ***Poetry Group*** continues to meet 2nd & 4th Monday evenings led by Roy Goodman with attendance of about four to nine participants.

Our ***Book Discussion Group*** also meets twice a month and will now be 1st & 3rd Tuesday. This program will look for a new program title, because they are not really reading books, but rather essays and articles. Attendance has been around 8 participants which works well for Zoom.

Our ***Spiritual Practice*** is led by Karen Campbell, using the Faith Forward curriculum. This class meets 1st & 3rd Mondays and has 10-13 participants.

We have four ***covenant groups*** currently gathering, one gathers twice a month while the others meet once a month. Sadie is now meeting with Covenant Group leaders monthly to support them and review their next covenant group session together. Laurie Goodman is a new covenant group leader this year and she is running our new women's covenant group.

***Men & Masculinities*** is the men's group led by Ben Atherton-Zeman and Harry Purkhiser. Jim Bonvouloir has joined and will stay as a co-facilitator of the group as it plans to continue next year when Ben's internship ends.

***Eat-Share-Learn*** is our Wednesday lunch time program led by church staff. We have been using the Faith Forward online UU History programs. Attendance for this program has been

sporadic from week to week with attendance ranging from 2-4 participants. With this program being offered weekly and using staff time, this is one program we may choose to revise moving forward. And for November we have decided to postpone the next session until Nov. 18th to accommodate staff and holiday schedules.

This has been Interest in forming a **group to help create a land acknowledgement** for our facility. This is a result of Sadie's service on October 11, "The Stories We Listen To". Sadie hopes to connect with these volunteers in November to begin.

### **Racial Justice Movie & Discussion group**

This program happened this summer, but this fall proved to be too much to add this to the church calendar, these will continue as volunteers are able.

### **Family, Children & Youth Faith Formation Programs**

Four new families have registered! And a few more new families have attended zoom services but haven't yet registered, but hopefully they will. Two families who haven't attended in a few years have come back and registered for at home church packets and are grateful for reconnecting with the church.

### **Registration #s We currently have:**

**19 - K-6th graders**

**11 - 6th-12th graders**

**5 - Pre K (ages 2-4)**

Some of our regular attending families have opted out of receiving church packets or attending online zoom meetings and hope to reconnect with UUCN when we can gather in person again. We will reach out to them throughout the year a few times to offer connection points, but understand that parenting in a pandemic is hard and online schooling is hard and our families are doing what they can. While this registration is lower than previous years, we know there are families who say they plan to return when church can gather in person. This year parents are holding so much and signing up to register just might not happen as quickly as past years.

### **Faith Formation Associates and Volunteers**

Sadie is working with Lea Anne Atwell, Meghan Holmes, Diane Wolfe and Cindy Hudson to both plan Sunday breakout rooms for children and share ideas for At-home kit plans. For the November packets Meghan and Cindy helped with content and Lea Anne Atwell and Amanda Banner helped with collating and sorting materials for the packets. Ericka Lavalley continues to work 4 hours a week to support faith formation by maintaining the Faith Formation virtual church rooms as well as running some of our Sunday breakout rooms. Geri Davidson and Ericka LaValley helped deliver packets this month to families who could not attend our pick up day on Nov. 1st. This collaborative model is a fun and helpful way to provide support for the program and for volunteers to stay connected. This team will continue to meet on the Thursday prior to a Sunday of kids workshops to prepare and plan together.

### **Coming of Age**

We are able to offer Coming of Age by coordinating with UU Church of Manchester this year. We have an online program that meets once a month. This group is co-led by Sadie, Ben and Rev. Allison with Maura Barber, the Religious Education Director at UUCM. We have three youth participating along with three UUNashua mentors. Our Mentors are Jay Guernari, Marissa Volpe & Sarah Lashay. These are our current youth advisors and they plan to continue to support our youth ministry this year that both matches their availability and program needs. All three intend to continue as youth advisors next year with this set of COA youth as well as all highschool youth.

### **Youth Packets and involvement**

We are making and sending our 6 packets to highschool youth and 5 for middle school youth. Their packet contents apply the monthly themes to our UU Nashua core values. Two youth have helped with Sunday morning kids workshops and 2 have narrated stories for the wonderbox or faith formation classrooms.

### **Sunday Morning Zoom breakouts**

We have several families whose children really appreciate the online break out rooms and we have 12-15 regulars who attend these sessions. Diane Wolfe and Cindy Hudson and Riley Hudson have committed to hosting the monthly Wonder Workshop break out rooms. We have called them our "Wonder Women" for the year! Lea Anne Atwell, Meghan Holmes and Ericka LaValley are our other regular zoom leaders who teach our Courageous Community workshop or Love in Action depending on the needs of the month. We have been welcoming in additional guest leaders for Oct. Peggy Cardone joined to help lead a Crop Walk theme Loved in Action workshop. Our after church breakout has only been offered twice, but those see 1-3 children and may not be filling a need for families. Sadie offers program suggestions based on the Soul Matters Religion Education materials.

### **Pop Videos**

We purchased this video curriculum called "POP: Parents of Preschoolers". It includes high quality brief videos geared towards Unitarian Universalist parents for 2-5 year olds. There are three new videos with worksheets for each month and we have 5 families signed up to receive the videos. Ericka LaValley planned to host a zoom check in call for our POP participants, but gathering for a zoom proved challenging for our parents' schedules so a SLACK channel is in the works for parents to touch base.

### **UU Parenting Slack Channel**

This is a way we hope to start one as a way to connect with all parents, but just parents of preschoolers. This is still in the works.

# Unitarian Universalist Church of Nashua

## BUDGET VS. ACTUALS: FY 2021 - FY21 P&L

July 2020 - June 2021

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>Revenue</b>				
100 Questions	-382.55	150.00	-532.55	-255.03 %
Endowment	48,461.76	157,903.00	-109,441.24	30.69 %
Fundraisers	721.00	4,000.00	-3,279.00	18.03 %
Other Income	2,493.42		2,493.42	
Outreach Collections	9,177.15	35,000.00	-25,822.85	26.22 %
Pledges	112,028.67	332,000.00	-219,971.33	33.74 %
User Fees	160.00		160.00	
<b>Total Revenue</b>	<b>\$172,659.45</b>	<b>\$529,053.00</b>	<b>\$ -356,393.55</b>	<b>32.64 %</b>
<b>GROSS PROFIT</b>	<b>\$172,659.45</b>	<b>\$529,053.00</b>	<b>\$ -356,393.55</b>	<b>32.64 %</b>
<b>Expenditures</b>				
<b>EXPENSES</b>				
<b>OPERATIONS</b>				
ADMINISTRATION	8,277.85	28,850.00	-20,572.15	28.69 %
COMMUNICATIONS	80.00	1,000.00	-920.00	8.00 %
DENOMINATION	8,613.60	28,712.00	-20,098.40	30.00 %
PROPERTY	24,441.27	87,800.00	-63,358.73	27.84 %
STEWARDSHIP	300.00	1,700.00	-1,400.00	17.65 %
<b>Total OPERATIONS</b>	<b>41,712.72</b>	<b>148,062.00</b>	<b>-106,349.28</b>	<b>28.17 %</b>
<b>PROGRAMS</b>				
BOARD EXPENSES		1,300.00	-1,300.00	
FAITH FORMATION	319.93	4,150.00	-3,830.07	7.71 %
LEADERSHIP DEVELOPMENT		300.00	-300.00	
MEMBERSHIP		1,500.00	-1,500.00	
MINISTRY FUNDS	-1,212.49	2,000.00	-3,212.49	-60.62 %
MUSIC & WORSHIP	1,175.06	5,090.00	-3,914.94	23.09 %
SOCIAL JUSTICE	6,662.10	38,350.00	-31,687.90	17.37 %
<b>Total PROGRAMS</b>	<b>6,944.60</b>	<b>52,690.00</b>	<b>-45,745.40</b>	<b>13.18 %</b>
<b>STAFF</b>				
ADMINISTRATIVE STAFF	32,331.60	94,583.59	-62,251.99	34.18 %
MINISTER	53,109.43	141,462.90	-88,353.47	37.54 %
MINISTERIAL INTERN	4,731.64	13,918.00	-9,186.36	34.00 %
PROGRAM STAFF	34,844.25	108,228.97	-73,384.72	32.19 %
<b>Total STAFF</b>	<b>125,016.92</b>	<b>358,193.46</b>	<b>-233,176.54</b>	<b>34.90 %</b>
<b>Total EXPENSES</b>	<b>173,674.24</b>	<b>558,945.46</b>	<b>-385,271.22</b>	<b>31.07 %</b>
<b>Total Expenditures</b>	<b>\$173,674.24</b>	<b>\$558,945.46</b>	<b>\$ -385,271.22</b>	<b>31.07 %</b>
<b>NET OPERATING REVENUE</b>	<b>\$ -1,014.79</b>	<b>\$ -29,892.46</b>	<b>\$28,877.67</b>	<b>3.39 %</b>
<b>NET REVENUE</b>	<b>\$ -1,014.79</b>	<b>\$ -29,892.46</b>	<b>\$28,877.67</b>	<b>3.39 %</b>