

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

December 3, 2020

Meeting held via videoconference due to COVID-19

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

Reviewed by Andy Capen, Lindsey Sylvester, Burns Fisher, Cecile Bonvouloir, Victoria Agnew

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

Full Agenda: Appendix A

1. Chalice lighting and Brenna Woods's storytelling

1. How Brenna came to perform and solo in the church choir
 - i. She started singing at age 4 in a church choir, and she hasn't stopped yet
 - ii. She studied music for her college major until realizing it was a spiritual practice for her
 - iii. Brenna's wife Jess told her about UUCN and invited her to sing in our choir
 - iv. Brenna came, sang, and loved it
 - v. Then our music director Jed Holland invited Brenna to sing a solo
 - vi. She said no thank you
 1. In her experience choirs can be very catty towards soloists
 2. Also she often suffered from extreme stage fright before soloing
 - vii. When Christmas service came around, Jed begged her to sing a solo
 1. He told her she had gift that she needed to share with the congregation
 2. She didn't comprehend this explanation
 - viii. Finally Brenna agreed and is so glad she did!
 1. The stage fright is gone when she sings for UUCN
 2. Nobody is critical of her performance, everyone is so supportive
 3. She feels the audience taking in the feeling that she is sharing with us
2. How Brenna came to a Chanukah Seder for the first time
 - i. Came with Sadie Kahn-Greene, she didn't know many people nor the traditions, she felt a bit awkward
 - ii. Little Zoe Holway approached her, and announced a solution:
"You look nervous. Let's go eat cookies."
 - iii. They went off to the dessert table together and had a meringue-cookie faceoff, which Zoe won, 25-to-5!
3. Additional story from Cecile Bonvouloir, a fond summary about Gail McMorrow Donohue
 - i. Cecile met Gail years before joining the church, while doing her internship
 - ii. These days they've been working on different committees, don't see her as often
 - iii. She really loves Gail, and is missing her now during this pandemic especially
 - iv. Gail is the kind who will always send a card to make someone feel good.

2. Consent Agenda

1. **MOTION** to accept the [November 2020 minutes](#)
MOVED by Lindsey Sylvester, **SECONDED** by Andy Capen, **PASSED**

3. PLACE Report, Sadie Kahn-Greene (see Appendix B)

1. Stewardship recent meeting
 - i. It was very refreshing and encouraging
2. Property update
 - i. The building is still here (there) and has needs, even though we're not in it
 - ii. Need to fix the alarm issue – by now the keypads are worn out
 - iii. Recently it needed lots of help to resolve the clogged drain in the courtyard
 1. Question: are we getting professional help to clear it?
 - a. Ideally a vacuum truck would suck it out, but location is land-locked
 2. Helpers Bob Barry and Scott Campbell helped to fix the drain again
 - a. Brenna Woods suggested we should reward/thank these champions
 - b. Will buy them gift cards from the Board Discretionary Fund
 - iv. Porch visitor came back the day after our last board meeting, the third time at least
 1. Now it's a little more concerning because preschool is in session
 2. Brenna asked the UUA about this situation, reached Meck Groot
 - a. Realized that our SCRT has no policy about Trespassing and Loitering, only on intruders inside
 - b. Specifically worried about calling police on a vulnerable individual
 - c. UUA says right now they don't have an in-between
 3. We propose:
 - a. First, tell them it's private property, ask them to leave
 - b. Tell them resources: e.g. place to stay, here's soup kitchen, etc.
 - c. If they return again, it's like defiance
 - i. If this is inability to follow direction, not sure how stable they are – then tell them you're calling the police
 - ii. Nashua Police department's FAQ online describes all their training in this area, how restrained they are, etc.
 4. Meck says the priority is the large group of children in our building!!
 - a. Assured Brenna that this doesn't go against our faith, morals etc.
 - b. This is the tipping point – could be different if building was empty
 5. Roy Goodman wants to talk with Laurie Goodman to get her thoughts on this proposed policy, as she works in this area with these resources
 6. Would have loved to see how Rev. Allison would have dealt with this
 - a. Maybe she'll change the policy when she returns, this helps staff now
3. UUCN's policy on Covid-19 policy is hard and heartbreaking
 - i. Sadie is staff and doesn't feel comfortable going into the church these days!
4. Planned holiday event for Luminaria, Dec 19, 2020
 - i. Rev. Allison wants to create this as a magical Christmas moment
 - ii. Come get your bags early, if you want to decorate, kid packets contain them now too
 - iii. Participants will walk and read pages of the story, illuminated on music stands

- iv. At the end, Rev. Allison will be there, back for the first time since her parental leave
 - 1. She'll pass out the candles for Christmas service!
 - 5. Question: is it any hardship for staff to create standing zoom for subcommittee meetings?
 - i. Sadie admits that some quirks of zoom make it tricky...
 - ii. Would be nice if we can do it ourselves, Sadie agrees
 - 6. Budget is attached in the PLACE report
 - i. One odd line item this month is the minister discretionary fund
 - 1. It shows a negative number, means this is extra that she CAN still spend
4. **Update on Preschool**, Brenna and Victoria Agnew
- 1. Brenna recognizes that Victoria is doing a LOT of work as the Preschool liaison, thank you!!
 - 2. Recent SCRT meeting where we updated the COVID policy
 - i. Agreed that numbers are going up in Nashua, getting worse not better
 - 1. We all want the school to be open as long as possible
 - 2. We are taking this seriously, Brenna even called Rev. Allison in parental leave
 - 3. Called Dave Hudson, a past president who also helped us during the time of the preschool merger and creation of the new policies etc.
 - ii. UUCN has formulated a policy that's a tad stricter than CDC's
 - 1. School's policy was very lenient, but was passed by Rev. Allison back in Aug.
 - 2. However their policy cannot contradict our policy
 - 3. Now we must get agreement from preschool teachers to follow it
 - i. Brenna called Chris Clanin, director of the preschool, to discuss
 - 1. Brenna's email said they'd discuss the COVID policy as well as the squatter
 - 2. Chris says she felt blindsided, but she's the first line of communication
 - 3. Things are changing quickly so she should see the need to be flexible
 - ii. This call included some negotiation, leading to flexibility on our side:
 - 1. We changed the limit to masks for ages 5 and up, not age 4, and all teachers
 - 2. Discussed maybe using the Parish House for lunch rather than classroom, so the kids could have social distancing space
 - iii. Brenna felt the call went well, with lots of give and take, but Chris felt differently
 - 1. Victoria as UUCN's preschool liaison got a call with Chris's interpretation
 - 2. Seems to be a definite resistance to masks that's underlying these feelings
 - a. Kids wearing masks is against her wishes
 - 3. Confusion that the meeting was supposed to be about squatter, not COVID
 - a. But Brenna's email clearly said this, Gov. Sununu has readjusted recently so UUCN also adjusted – and so the preschool must as well
 - iv. They want another meeting back with the SCRT/UUCN
 - 1. Nobody likes to be told what to do, Chris's reluctance is understandable
 - 2. Chris doesn't want to share her agenda for this requested next meeting
 - a. Perhaps in general to open UUCN's eyes to how hard they've worked, so perhaps we would no longer push to wear masks as hard
 - 3. The CWG-WWS board is rallying, trying to support Chris UUCN

- a. Chris is focused on the emotional side, doesn't want the kids to even have to see the teachers wearing masks, it's off-putting, wants the school to stay the same as it always does
 - 4. SCRT probably doesn't intend to give in on masks
 - v. We all want the school open as long as possible – same goal, different approach
 - vi. Preschool likes to feel they're an equal body to the church, but really they're a subset
 - 1. And it's a pandemic where rules and strict controls are needed
 - 2. How can any group do a better job than the country's epidemiologists at CDC?
- 4. Brenna is now asking this board for help tonight
 - i. First, affirm that Brenna's not crazy – she's the voice of the SCRT so carrying the news
 - ii. Second, ask if it seems unreasonable to get kindergarteners to wear masks?
 - 1. Sherri has reached out to other churches for guidance and models
 - a. However our relationship to preschool is more muddled than most
 - 2. Victoria says Nashua is requiring masks of special-needs preschoolers
 - 3. Brenna's kindergarten class also wears masks
 - 4. Kids are able to do hard things, adults shouldn't assume failure in advance
- 5. Cecile notes there has historically always been contention with White Wing preschool
 - i. Years ago with Chris Parker as the director there was friction
 - 1. Sunday's RE classes had to put tarps over the classroom toys and supplies
 - 2. They didn't like the way UUCN handled snow removal, etc.
 - ii. Tough to have two entities in same building with slightly different missions
 - 1. Some directors easier to get along with, toe the line between church/school
 - 2. Others are harder as they started as teachers, not relationship with church
 - 3. Cecile said she sees smiling pictures of the kids on FaceBook without masks
 - a. Recess is done in "pods" but not at that firetruck visit in the photos
 - b. She's unable to click Like on the cuteness due to the riskiness
 - iii. Merger from White Wing to become Children's Winter Garden at White Wing School
 - 1. We started with a clean slate and 100% turnover; now old patterns are back
 - iv. Bottom line is that the church has the say, and they pay us to use certain space
 - 1. Current preschool behavior inhibits church staff from entering the building
- 6. All this stress to deal with, and during a pandemic plus our minister's out on leave!
 - i. Rev. Allison did have good relationship with them throughout the merger
 - ii. The preschool does use our values, not the teachings but the humanist philosophy
- 7. Brenna does not intend to be flexible on the mask policy
 - i. We did agree to raise the age of kids who must wear masks from 4+ to 5+
 - 1. True, we don't yet know the effect of masks on 5 year olds, but we do know the deadly effect of COVID, on both kids and their families if they carry it
 - ii. Power struggle over teachers too, one of them told Sherri "No, it's not policy yet"
- 8. If it comes to it, if preschool flatly disagrees with SCRT policy, would we shut down the school?
 - i. Rev. Allison says not to worry about last resort, they will agree to wear masks
 - ii. We all have to be committed to the goal of safety, and agree on what this means
 - iii. If push comes to shove, we'll all talk again first
- 9. Need more clarity in next meeting for outcomes
 - i. Last call led to a dispute about the timeline that Brenna and Chris discussed

1. UUCN offered time to prepare, e.g. comply by 2nd week of December
2. Chris remembered differently, thought the rules were in effect immediately
- ii. Can we record the next meeting, or take minutes
 1. Agreed to invite Jodie K. Holway as clerk to take minutes
10. Who will be in this next meeting – who is the preschool board?
 - i. Some preschool board members are parents
 - ii. Two church members are on the board
 1. One has been in these meetings, not the other
11. In preparation for next call
 - i. SCRT must communicate that we’re listening but mask policy isn’t negotiable
 - ii. They would be frustrated if spent energy trying to sway this part of the policy

5. **Monitoring Committee Report**, Lindsey Hedrick (with Cecile, Andy, and Jodie)

1. This group met via zoom with consultant Laura Park
 - i. We got tons of info and guidance
 - ii. Feel like she can provide answers on any topic, if only we ask the right questions
2. This group’s schedule:
 - i. Originally planned to draft the Board-related policy revisions for review in Jan. 2021
 - ii. Planned to review executive relationship policies in second half of 2021
 - iii. However we need a later delivery target for Board policies, such as Feb. or March, TBD
3. Discussion of Part II, Policy K, Role of Past Presidents, currently written in [Governing Policy](#):
 - i. Says president of the Board can discuss anything including items in executive session

Policy K: The Role of Past Presidents

For three years after stepping down as President former holders of that office shall be considered *Past Presidents*.

In this board-defined role, Past Presidents will exercise the following rights and be bound by the following requirements.

- Past Presidents may be included in any and all conversations including Executive Sessions of board meetings, regardless of their sensitivity, at the discretion of the current President.
- Past Presidents will continue to be bound by the Board Members’ Code of Conduct and all other strictures and guidelines imposed herein.

No other authority or privilege to Past Presidents except those listed above is granted or implied.

- ii. Seems to directly disagree with [UUCN’s Bylaws](#) in 7.1, which supersede the policy:

The immediate Past President may serve as a non-voting, advisory member of the Board of Trustees for one year after leaving office.

7.2 MEMBERS-AT-LARGE

4. Laura was a bit surprised by the existence of this whole policy
 - i. Usually keep the board as one voice and don’t discuss specifics outside the board
 - ii. Usually the president can get guidance from:
 1. The longest-serving board members
 2. And any experts they want, using hypotheticals for executive session topics
 - iii. She mused on what trauma might this indicate from our history?
5. Options:
 - i. Might adjust the bylaw
 1. Is this an overly big deal, that would require a new bylaw review committee?
 2. No, but it would need a vote from Board whether to vote on the proposed change in an all-congregation meeting

- ii. Could edit this policy to make it fit within the nested bowl of the bylaws
 - iii. Or could scrap the policy altogether
6. Input:
- i. Burns: seems like a useful policy: could reduce to one year
 - 1. Note the immediate past president is probably privy to situation, so it's a bit false to be forced to speak only in hypotheticals
 - ii. Jodie: can get rid of Policy K since it somewhat contradicts: do we need both??
 - iii. Here's the real non-hypothetical question: "Would Brenna have asked Carol and Dave anything secret that wouldn't have been possible without it?" She answers, Yes
7. Brenna's thoughts:
- i. It's frankly quite hard to be on the UUCN Board, and even harder to become its president; there's no training, just people saying "Hey thanks for saying yes!"
 - ii. So any way of getting advice from people who have walked in these shoes is good
 - iii. Yes it could be abused, in theory, but she'd prefer us to revise Policy K so it no longer contradicts the bylaws
 - iv. Knows that other churches often have friction among the minister and board and congregation etc. though our church doesn't, and a lot of churches don't have this policy: so something's working well here – and if it ain't broke don't fix it.
 - v. Brenna occasionally gets input from the two past presidents, doesn't come to the Board with a premade decision but rather with a more-informed perspective
 - 1. For instance she recently met with both Dave Hudson and Carol Houde
 - 2. It was about the SCRT and preschool, and the trespasser
 - 3. She felt able to phone them both at 10 pm and they jumped right in
8. Currently nothing prevents Brenna from going to past presidents or anyone at all
- i. But Policy K seems to allow her to spend less time with background and hypotheticals, just cut to the chase with the specifics of what's happening right now
9. Brenna requests and we agree, the way she's seeking help is great but Policy K doesn't say this
- i. No problem if this policy needs to evolve in 5 years when we review it next
 - ii. OK this committee will clean it up a bit to give our president what she needs now
 - iii. Committee will come back with all other policy proposals in Feb/March
 - iv. Committee will come back with an amended Policy K for January's meeting, so it doesn't break the nested bowl of bylaws
6. **Committee for Endowment**, Lindsey Sylvester (with Victoria, Roy, and Burns)
- 1. They have now expanded their planned analysis and deliverables to be over 2 years
 - i. This is per board input last time: they seemed rather ambitious
 - ii. They will present the new plan in Jan 2021
 - 2. Plan to get congregational input – as soon as March 2021
 - i. Maybe survey, even a comparison to 2005 all-congregation survey
 - ii. Maybe meeting with a select group, like "Budget and Brownies"
 - iii. Working name: "Get Down with the Endowment" 😊
 - 3. Several of us will go to Quarterly Investor call, of UUA's Common Endowment Fund (CEF)
 - i. See its performance at <https://uucef.org/reports/performance/>

4. Goals:

Endowment Committee	
Members:	Victoria Agnew, Burns Fisher, Roy Goodman, and Lindsey Sylvester
Goal:	To develop an endowment policy.
	1. What should it be used for?
	2. How should it be invested. (Related to #1)

5. Input:

- i. Note another survey is planned for May-June 2021: the ends statements survey
- ii. Maybe like budget and brownies, should invite people who want to be there
- iii. Any concerns with the timing of answering both big questions simultaneously
 1. Both the Purpose of our endowment and the How to invest it
 2. Is it logical, currently slated to be wrapped up wrapping at same time?
 3. Or should we do #1 before #2?
 4. And how does this work related to timing of the Capital Campaign
6. Answer: Yes, they need to be wrapped up together – they are so intertwined
7. Really like the Mark Ewert quote, “Moving the levers of finance” with our \$4 million dollars!
 - i. Compared to the UUA’s CEF, we ourselves would be a few percent of it – we are big!
8. By the way, our annual fees to Bank of America are \$40K, that’s \$2K or \$3K per month
 - i. This is around 1% which is quite cheap

7. **Presents for Ben Atherton-Zeman**, Brenna Woods

1. Ben presents his sermon to the Ministerial Fellowship Committee (MFC) tomorrow
 - i. If he gets a 1 or 2, this means he can start his job search for a settled place
 - ii. If he gets a 3 or especially 4, MFC will advise him to wait and work more
2. This board should give him a present!
 - i. Suggest a chalice (\$100ish), Brenna knows an Etsy site with women and persons of color who create and sell chalices
 - ii. Suggest one of our teal and gray hymnals (\$30ish), <https://www.uuabookstore.org/Search.aspx?k=hymnal>
3. And even if it doesn’t go well, we should each send him a card
 - i. He is a person who appreciates the power of words
4. We should write specifically how he’s impacted us in the time we’ve been together

8. **Covenantal check out and closing**

1. Final note about announcing each Sunday’s Outreach recipient
 - i. Please don’t forget to sign yourselves up!! Don’t make Sherri chase us
 - ii. We should each introduce ourselves as member of the board, so people know us!
 1. That was one main purpose of having us do this role
 2. Somehow this fell off the script: will be reinstated in the script

Appendix A: Full Agenda

Appendix B: PLACE Report

Agenda

Board of Trustees, Unitarian-Universalist Church of Nashua

December 3, 2020 6:30pm

- 6:30 (15) Check in**
- 6:45 (5) Chalice Lighting: Brenna's Story**
- 6:50 (10) Follow Up Story Telling (Everyone)**
- 7:00 (5) Consent Agenda (Brenna)**
 - Review November Minutes
- 7:05 (20) PLACE Report (Sadie)**
- 7:25 (10) Update on Safety/Operational Policies (Sadie)**
- 7:35 (10) Update on Preschool (Brenna and Victoria)**
- 7:45 (5) Break**
- 7:50 (50) Subcommittees (Committee Members)**
 - o Monitoring (20)
 - o Endowment (20)
 - o A time for asking questions in each section
- 8:40 (5) Presents for Ben (Brenna)**
- 8:45 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?
- 8:50 Closing Words (Sadie)**

December 2020 PLACE Report
by Sadie Kahn-Greene and Sherri Woolsey

Hello Board! While we anxiously await an end to the trials and tribulations that was 2020 here is our PLACE report pages to take your mind off that subject and let you know what is happening at UUCN:

Stewardship update:

On November 10, at 7pm we had a joint meeting with the Board and Mark Ewert to discuss stewardship. Mark had us practicing how to talk to someone about giving to UUCN by exploring what UUCN means to them without actually talking about a dollar amount. We each shared with another an impactful memory we have of our time at UUCN to start the conversation. This allows individuals to think about a time they experienced value of community at UUCN, what UUCN means to them and how their pledge is a reflection of that value. Those in attendance felt this is a different way of talking about pledging and was a more comfortable approach.

The team met on 12/1 to begin the planning of February's Pledge Drive. We are reusing the theme and brochure from last year, "Fueling Our Flame" and will make some changes to the brochure to update it. The team is looking forward to the opportunities being remote will provide for the pledge drive this year. They hope more people will feel engaged and be more responsive to the message based on interactions they've had with UUCN since March.

Property update:

The Property Team along with 18 church members cleaned up the church grounds on November 14 & 21. Bob Barry hauled away the leaves both times. Scott Campbell spent a few hours the second Saturday cleaning out the courtyard and trying to ensure the drain is unclogged. Both he and Bob have been working on that but about 15 feet down into the drain there is some type of clog that is preventing the water from draining out of the courtyard.

The new sprinkler heads for the Sanctuary will be installed beginning December 14. The contractor will need the back 3 rows of pews moved to work on the old water stain on the ceiling. The team will get some people together to move them out of the way and then back when that work is completed.

The alarm system key pads are officially worn out. Sherri has Capitol Alarms, the alarm company, coming on December 7 to install new key pads.

J. Lawrence Hall has been to our church twice in two weeks to work on heating issues for both the Sanctuary and Parish House. It appears the issue has been resolved but only cold weather will indicate for certain if it has or not.

The volunteers for the Nashua Soup Kitchen and Shelter are using our Parish House to receive, organize and distribute clothing, toys and household items to over 450 area children for the

holidays. They have taken over the entire area of Parish House and will be done after December 18. Rev. Allison discussed this with staff prior to her parental leave and we all felt this would be great use of our facility since we cannot use it presently due to the pandemic. The NSKS volunteers are adhering to social distancing guidelines and our facility policy of masks at all times.

Music update:

Jed will be sharing Holiday/Christmas songs at the alternating song share this month. The first one will focus on a Humanist holiday classic and he will be sharing the background of that song on 12/9.

Music videos submitted by congregants continue to be very well received during Sunday services. Emma Rearick, Anne Smith and Kathy Grossman have assisted Jed this past month with the production of these.

Financials update:

The financials are attached and everything appears to be on track with the exception of the water budget which was explained last month. The mid year statement to all pledging units will go out next week. This is the statement that lets people know where they are at in relation to their pledge so if they are behind they can begin catching up before the end of the pledge year in June 2021.

Operational Policy update:

The uninvited porch guest made a return which necessitated the SCRT to meet and talk about the need for a [Trespassing Policy](#). The staff have developed and approved said policy and Sherri shared it with all Staff and Preschool employees as well as updated the website.

The SCRT also discussed mask use as part of the [COVID-19 policy](#) within the church as the current policy is not being adhered to. This policy was also updated to reflect that all individuals over the age of 4 must now wear a mask at all times when in the building even if they are alone in a room. Sherri has shared this with both Lori Bonnette and Sandy Martinage and has given a copy of it to Chris Clanin to share with the Preschool Staff as well as posted it to the website.

Staff update:

Sadie has heard that at least one more person plans to apply to the Ministerial intern position, but has yet to receive any more applications, beyond the one received last month.

Sadie is working on the Solstice Service for Dec. 20th and which will have a variety of ways for children and youth to participate with materials provided in the December at home kits.

Sadie was grateful for the ability to take the Thanksgiving long weekend off. She coordinated wonderbox moments, chalice lighters, two weeks of breakout groups, 20s & 30s group and parenting group. Sadie continues to help with slides for Sundays, the newsletter and updating

the website, facebook and faith formation google classrooms and added padlet pages for COA and at home kits this month.

Ben led worship on November 8 and has his MFC date, December 4 at 3pm. Sherri has volunteered to do some tech for him as his interview will be via zoom and he will present a short video sermon.

The staff will be off between Christmas and New Year's as usual with the exception of Sunday December 27. Ben will be leading that service with Jed assisting. Robin Trudel and Burns Fisher will lend extra eyes and hands to the support of the service that day as Sadie, Sherri and Ericka will all be off.

Worship and Events Updates:

We are working on congregational holiday mailing of a postcard with upcoming Holiday Events. Sherri will mail it out to our members and friends.

Luminaria Story Walk Sat. Sept 19th - This will be our only inperson event. We feel we can offer it safely outdoors, with masks required and sign up for entry times. Rev. Allison will be there to pass out candles and clay for Christmas Eve. We look forward to this being the first time to welcome Rev. Allison back from parental leave!

Here Comes the Sunday Solstice Service on Zoom on Dec. 20th - Faith Formation Children, families and volunteers are helping to put this together!

7pm Evening Solstice Service on Zoom on Dec. 20th - Led by worship associates

5pm Christmas Eve on Zoom - led by Rev. Allison, Sadie & Ben

7pm Christmas Eve on Zoom- led by Rev. Allison & Ben

Faith Formation Update:

The month of November saw all our planned faith formation programs moving along.

Adult Programs

Karen Thomas continues to host church ***Inquirers sessions*** using the Faith Forward online curriculum that we adapt to the context of what we do at UU Nashua with guest speakers offering a church focused conversation for newcomers and long time members. Attendance has grown in November with 10-15 people attending, most attendees are longer new members interested in learning about the topics. It will finish up in December and then we might repeat the series or shift to the next Faith Forward curriculum titled "Beyond Inquirers"

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

Our **Reading Discussion Group** (note the new name) meets twice a month on 1st & 3rd Tuesday. They took Election night off in November.

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

Karen Campnell is offering an online **RENEW meditation retreat** this Saturday from 1-4pm on zoom.

We have four **covenant groups** continue to meet.

Men & Masculinities is the men's group led by Ben Atherton-Zeman, Harry Purkhiser and Jim Bonvouloir.

Eat-Share-Learn is our Wednesday lunch time program met once in November due to holidays and competing commitments for Ben & Sadie. Sadie will led on Dec. 2nd and Ben will lead two Theology themed session on Dec. 9th & 16th using the faith forward online curriculum.

Family, Children & Youth Faith Formation Programs

Faith Formation Associates and Volunteers

Sadie met with Ericka LaValley, Lea Anne Atwell, Meghan Holmes, Diane Wolfe and Cindy Hudson to December Solstice service prep breakout rooms for children and share ideas for January At-home kit plans. For the December packets Meghan and Cindy Ericka write UU Kids advent calendar cards and Ericka Lavalley assembled them for all our children. Ericka helped with more of the kit production this month.

These packets have lots of materials inside that all connect with our monthly theme of stillness and our 4 core values. We have luminaria bags, gift boxes with advent calendar cards for each child and December themed calendars for your youth. We have hot cocoa and more clay for everyone as well as lots of coloring pages and puppet props for our Faith Formation Solstice service that we will be working on during break out rooms on Dec. 6th & 15th to lead up to our Faith Formation led Solstice Service on Dec. 20th. We have lots of ways for families to be involved from home or through zoom.

We are working on making packet contents downloadable and available for adults as well.

Sunday Morning Zoom breakouts

Break out rooms during Sunday worship on No. 8th & Nov. 15th and after church kids zoom room on Nov. 22nd.

Coming of Age

Our three UUCN youth and three UUCN mentors joined by the UU manchester youth and mentors for our Nov session. Sadie led the Zoom about Covenant, and included Zoom activities for youth and mentors to connect including UU team trivia! Ben will be leading the session in December and Rev. Allison will lead in January.

Youth Packets and involvement

This month we worked with one youth to open the wonderbox and narrate the story, another youth helped edit some worship videos, and recorded a song for our Dec. church packets. We also lined up more youth to sing, narrate and make videos for our solstice service on Dec. 20th.

Unitarian Universalist Church of Nashua

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

July 1 - December 2, 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
100 Questions	-382.55	150.00	-532.55	-255.03 %
Endowment	60,429.61	157,903.00	-97,473.39	38.27 %
Fundraisers	771.00	4,000.00	-3,229.00	19.28 %
Other Income	2,493.42		2,493.42	
Outreach Collections	6,285.06	35,000.00	-28,714.94	17.96 %
Pledges	131,028.18	332,000.00	-200,971.82	39.47 %
User Fees	190.00		190.00	
Total Revenue	\$200,814.72	\$529,053.00	\$ -328,238.28	37.96 %
GROSS PROFIT	\$200,814.72	\$529,053.00	\$ -328,238.28	37.96 %
Expenditures				
EXPENSES				
OPERATIONS				
ADMINISTRATION	10,635.89	28,850.00	-18,214.11	36.87 %
COMMUNICATIONS	369.89	1,000.00	-630.11	36.99 %
DENOMINATION	11,484.80	28,712.00	-17,227.20	40.00 %
PROPERTY	36,154.66	87,800.00	-51,645.34	41.18 %
STEWARDSHIP	300.00	1,700.00	-1,400.00	17.65 %
Total OPERATIONS	58,945.24	148,062.00	-89,116.76	39.81 %
PROGRAMS				
BOARD EXPENSES		1,300.00	-1,300.00	
FAITH FORMATION	377.31	4,150.00	-3,772.69	9.09 %
LEADERSHIP DEVELOPMENT		300.00	-300.00	
MEMBERSHIP		1,500.00	-1,500.00	
MINISTRY FUNDS	-7,552.74	2,000.00	-9,552.74	-377.64 %
MUSIC & WORSHIP	1,525.06	5,090.00	-3,564.94	29.96 %
SOCIAL JUSTICE	9,202.00	38,350.00	-29,148.00	23.99 %
Total PROGRAMS	3,551.63	52,690.00	-49,138.37	6.74 %
STAFF				
ADMINISTRATIVE STAFF	38,052.76	94,583.59	-56,530.83	40.23 %
MINISTER	65,174.79	141,462.90	-76,288.11	46.07 %
MINISTERIAL INTERN	5,725.33	13,918.00	-8,192.67	41.14 %
PROGRAM STAFF	42,411.32	108,228.97	-65,817.65	39.19 %
Total STAFF	151,364.20	358,193.46	-206,829.26	42.26 %
Total EXPENSES	213,861.07	558,945.46	-345,084.39	38.26 %
Total Expenditures	\$213,861.07	\$558,945.46	\$ -345,084.39	38.26 %
NET OPERATING REVENUE	\$ -13,046.35	\$ -29,892.46	\$16,846.11	43.64 %
Other Revenue	\$0.00	\$0.00	\$0.00	0.00%
NET OTHER REVENUE	\$0.00	\$0.00	\$0.00	0.00%
NET REVENUE	\$ -13,046.35	\$ -29,892.46	\$16,846.11	43.64 %