

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

June 3, 2021

*Meeting held via videoconference due to COVID-19*

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

**Reviewed by:** Rev. Allison Palm, Lindsey Sylvester, Burns Fisher, Lindsey Hedrick, Victoria Agnew

**Meeting Attendees:** Victoria Agnew, Burns Fisher, Roy Goodman, Lindsey Hedrick (Vice President), Jodie K. Holway (Clerk), Lindsey Sylvester (Treasurer), Brenna Woods, and Rev. Allison Palm

**Excused:** Andy Capen, Cecile Bonvouloir

Full Agenda: Appendix A

**1. Chalice Lighting and Check-In**

1. Storytelling by Ben Atherton-Zeman, talking about Rev. Allison
  - i. His first good impression was listening to our video announcements before they met
  - ii. She has taught him so many things
    1. Don't rely much on external validation
    2. "Give me the strength of a mediocre white man!"
  - iii. Thanks to her, he now has the confidence of being ordained!
  - iv. Now they'll be colleagues, he will miss their 1:1 supervision meetings
  - v. Will look up to her and admire her forever: "What would Rev. Allison do?"
2. Lindsey Sylvester is another huge fan of Rev. Allison
  - i. UU Nashua is synonymous with Reverend Allison Palm
  - ii. She is the first minister I've ever had near my own age, and the first female too
  - iii. And she is the greatest for giving pastoral care
3. Jodie K. Holway also admires all her skills
  - i. Rev. Allison is so organized, she makes everything work smoothly in this big church
  - ii. She can do budgets, planning, and can even fix people-stuff which is much harder
4. Roy Goodman finds Rev. Allison to be a stabilizing force for the church
  - i. He's learned to go along with her leadership as a member of a younger generation, and she's a breath of fresh air
5. Lindsey Hedrick adds that Rev. Allison is so relatable
  - i. Interim ministers before her, she often thought their sermons didn't make sense
  - ii. But Rev. Allison once mentioned that she was in high school during events of 9/11
  - iii. To Lindsey this opened up a new world: I'm a little bit the same as her! This had never happened to her in a church before
6. Victoria Agnew says she compares beautifully to the several other churches she's attended
  - i. Some ministers are all about the head, no warmth; or they can be all heart, no head
  - ii. Rev. Allison can do both, she's good at engagement and balance and intelligence
  - iii. She herself always seems very grounded and helpful and supporting
7. Rev Allison says it's been a tough spring – Thank you! I'm a little overwhelmed! <3

**2. Consent Agenda**

1. **MOTION** to accept the [Board's May 2021 Minutes](#)  
**MOVED** by Lindsey S, **SECONDED** by Roy Goodman, **PASSED**

**3. Minister's Report, Rev. Allison Palm (see Appendix B)**

1. New sexton: just hired Mark Connolly
  - i. Lots of years doing facilities work for non-profits
  - ii. Personable as well – will be a great presence on Sunday mornings
  - iii. Chris from CWGWWS was involved in the hiring and interviews too
  - iv. Salary is the same as we approved in next year's budget
    1. Though it's moved a bit due to offering him half health insurance
    2. His hours are 25-27 hours/week, paid hourly so it's fine to fluctuate
  - v. What is his relationship to the Buildings and Grounds team?
    1. He's supervised by Ericka LaValley
    2. But he's in relationship with Buildings and Grounds
    3. He'll meet them, will probably attend some of their meetings
    4. Ericka is still the executive representative to that team, Mark is not
  - vi. Sandy Martinage will take her accrued 3 weeks' vacation, next week is her last week
2. Allocating funds to support multi-platform worship
  - i. Annual auction raised \$5,000 which is intended for multi-platform worship
  - ii. Concord UU church also donated \$500 to all UU churches, we'll put it in same place
  - iii. We can store these funds in the Bicentennial Fund
    1. Because the Board approves all purchases from that fund, we need a Board vote on blanket approval to spend this for multi-platform services
  - iv. **MOTION** to spend up to \$5,550 from the Bicentennial fund for multi-platform  
**MOVED** by Lindsey Sylvester, **SECOND** by Lindsey Hedrick, **PASSES**
3. Multi-platform worship team sounds very impressive
  - i. Doing a workshop this weekend, doing lots of good work
4. Meals on Wheels memorial service
  - i. Brings together the community of workers and drivers
  - ii. They held this service last year, and again this year – a great group of caring people
5. Written request from Rev. Allison for sabbatical time from the Board
  - i. Per contract she accrues one month per year worked, up to a limit of 6 months
  - ii. Required to get Board's approval 1 year in advance, just for the dates and duration
  - iii. Rev. Allison is officially requesting to take 5 months now
    1. Shorter, more frequent sabbaticals would be better for her AND congregation
    2. Some colleagues take 3 months every 3 years
    3. She is saving 1 accrued month for later
  - iv. **MOTION** to grant Allison a Sabbatical from July 1, 2022 through November 30, 2022  
**MOVED** by Jodie K. Holway, **SECOND** by Lindsey Sylvester, **PASSES**

**4. Financials, Rev. Allison Palm (see Appendix C)**

1. Surplus \$78K right now,
  - i. But not all of it will all stay – some expenses are charged at year-end

- ii. Some was from COVID-19 money
  - iii. Some was because the preschool wasn't budgeted to contribute anything, and it did
    - 1. Last spring when the budget was so uncertain, we agreed on no contribution
    - 2. Preschool did decently this year, fewer students than prior, but it's afloat
    - 3. If they had money in the bank at end of year, they'd give us some or all of it.
    - 4. Few months ago they decided to give \$15K to the church
    - 5. At their June meeting they'll decide whether to give the remaining \$15K
  - iv. Everything else that we guessed last year is turning out pretty accurately!
  - v. Overall we used more water even though church services were not in building: preschool washed hands and objects way more than usual, nobody else using water
2. Income will be well over what was budgeted; expenses might be a little over also
5. **Annual Meeting Check-in**, Brenna Woods
- 1. The tech team met yesterday, ran through the whole Annual Meeting script
  - 2. 42 people registered so far – then another flurry came from Ericka's reminder email
  - 3. Pretty straightforward topics, no drama expected
6. **Board Funds for Staff**, Brenna Woods
- 1. Rev. Allison plans to celebrate the staff before Ben and Sandy leave, Sherri will attend
  - 2. This can be paid for with up to \$200 from Annual Meeting budget, which is now virtual
  - 3. **MOTION** to allocate up to \$200 to Rev. Allison so she doesn't have to pay for this fun lunch!  
**MOVED** by Victoria Agnew, **SECOND** by Burns Fisher, **PASSES**
7. **Board Retreat to Begin the 2021-22 Year**, Brenna Woods
- 1. Doodle poll will be coming out shortly
  - 2. Choices will be mid- and late-august, beginning of September
  - 3. Jodie volunteers her home – we can be indoors and/or outdoors here
  - 4. Note that the Staff retreat is Aug 21, 2021
  - 5. For our monthly Board meetings ongoing, we might change our meeting-night
  - 6. No longer 1<sup>st</sup> Thursday of months – TBD, stay tuned
8. **Congregational Ends Survey Update**, Brenna Woods
- 1. We published middle of May 2021, will be up for 2 weeks
  - 2. 48 responses so far, we'd ideally get close to 92 which we got last year
  - 3. Will send more reminders AFTER Annual Meeting, collect through end of June
9. **Preschool Conversation**, with guests Tiffany Holmes (current co-chair of the CWGWWS Board) and Amanda Banner (next year's co-chair of the CWGWWS Board)
- 1. Opening statement from Agenda: Tiffany Holmes and Amanda Banner have spoken with preschool principal Chris Clanin about some potential possibilities for the preschool in relation to the church. They are coming to us tonight to engage in conversation and figure out what are some next steps we can take in making sure the preschool feels a part of our church. We are not anticipating making decisions or doing anything that would be considered "final".

- We are just having some conversations and maybe leaving with some more questions to think about as we engage in this work.
2. Rev Allison reminds us where we stood last time on these issues
    - i. After the first conversation in April, Rev. Allison reached out to Tiffany and Amanda about options for the preschool
    - ii. Tiffany and Amanda had lot of enthusiasm about becoming more closely aligned
    - iii. This seemed opposite of what the Church Board had been thinking – which was that perhaps the preschool could split off and become a renter in the space
    - iv. Brought this to Chris and Amanda Bonnette who’s a church member and parent
    - v. They didn’t feel great about either one of these two ideas
    - vi. By now might be coming around to some of those ideas?
    - vii. So let’s talk about what it means for a preschool to be aligned with our Unitarian Universalist church mission, what are the various manifestations that could take
  3. Tiffany introduces her perspective
    - i. She’s been on the Preschool’s board for 3 years, has a strong attachment to the school
    - ii. This was my first opportunity to volunteer, this work is important to me
  4. Amanda Banner introduces her perspective
    - i. Needed to understand more of the history of the school and that part of our building
    - ii. Over the past few weeks these conversations have highlighted the blind spots, so now a goal can be to have a conversation: it’s new to Chris and to the parents to think about what and how to communicate with the church
  5. Church Board members describe their relationships to the preschool
    - i. Jodie: her child went to white wing, she taught RE in the preschool classrooms when plastic tablecloths were over every toy and book to keep them protected from RE.
    - ii. Burns: his child went to kindergarten since Nashua didn’t offer it in those days. He was on executive board for a while; there was lots of friction and mistrust with the school. Many members of the church had children in the school.
    - iii. Lindsey Hedrick: no relationship except she knows it’s in the building, has gotten no familiarity over her time here so far, so it’s easy to be indifferent.
    - iv. Victoria Agnew: was on the preschool’s board twice, 2014 and now 2019. Those meetings used to be long, uncomfortable, stressful. She also remembers teaching RE and not touching the toys in the room under plastic. Her son attended, had a good experience then. The preschool is a valuable institution. She would be open to having a more UU-type school even without kids of UU members.
    - v. Roy Goodman: extremely limited relationship/exposure to the preschool. Keeps asking the question, how does the school see us? Knows they don’t like the idea of renting, nor of being a UU preschool... what is their role in the eyes of Chris, teachers?
    - vi. Rev. Allison: she has lots of experience with the preschool!! Originally she had nothing to do with them – they didn’t report to anyone, which was the problem. In her first year the decision was to “save the preschool” from dire financial straits, give them financial help for at least a year. Enrollment was low, felt some animosity between teachers and church; only had to navigate constantly sharing space. This board named a few things that were disorganized in the org chart: the cemetery, preschool, and the coffee house public music program. When the merger of UU Nashua’s White Wing

and the Children's Winter Garden preschools happened, it was the opportunity to fit the school into the org structure: not reporting to the board but the ED/minister. So she started to attend school board meetings.

She sees a night-and-day difference between her first year vs. now: the school is so much better run, teachers are more open, everyone has a pretty good relationship with the church staff. We've done a lot of work to get there. Now I miss seeing them due to pandemic!

6. Where is the school now?
  - i. Rev. Allison says our school is a great place for kids, it's well-run and fiscally responsible. As for what and how it teaches: not teaching kids anything bad, certainly, but the school was started as a non-sectarian school, we're putting up a wall, they shall not touch except members on board. Surprised that Chris and Amanda so quickly said no this can never ever be turned into a more UU school.
  - ii. Tiffany jumped in as a new church member to volunteer on the preschool board, worked for two months before becoming its co-chair. The merger was before her time, but knows the school is very different now. It has had a financial surplus, church doesn't provide any funding, rather the preschool provides an annual donation to the church. Over the pandemic the preschool and teachers provided the only life in the building. Her kids didn't go there, but current director Chris just did the annual review: the staff loves her; the parents and kids are also happy; even in the case of a few tough parents she stuck to her guns recently. Always looking to see if curriculum is current; for instance when they discovered something new that the rest of Nashua was doing, they quickly bought the needed curriculum to stay current. Clearly the merger's work is panning out well, after all those long late-night meetings! She doubts that enough members have kids right now to make a more UU preschool... Would need more conversations and mutual events, to get the relationship to grow.
  - iii. Amanda Banner says Chris and the other Amanda (Bonnette) were coming in cold to the topic of a new relationship with church: does it fit into the UU church mission, or should it just a renter in our space. But why does anything need to change at all? Chris does get questions from parents who want to understand the relationship, usually they have the impression it's better to be a non-denominational school. Amanda herself moved to Nashua, wanted NYAEC childcare, but she dismissed it because it was part of a church. Preschool mission on the website says non-denominational, "consistent with the principles and traditions of the UU church," and lists a few principles. Chris does enjoy working with the staff of the church.
  - iv. Rev Allison agrees that the website says the school reflects our mission/values; but do Chris and staff know the UU mission/values? Is it at all part of the school's identity?
7. What would it look like for that web page to be true, UUism genuinely a part of the school?
  - i. Might not change the classrooms much, but how would it change the relationship?
  - ii. Going into the conversation cold might not have been a great idea. The school isn't reacting against UU in particular, just against any church. Everything is working so well now, why change? Change can be scary, how big would it have to be?
  - iii. Do they understand how we ourselves live the UU mission/values? No, not yet.

- iv. Amanda says: the church hasn't really extended the hand at all to the school  
So we can come up with some fun ideas to bring the communities together a bit, e.g.
  - 1. Have the kids as part of our sanctuary a bit? Or other ideas?
  - 2. Brenna: Church volunteers or staff could read to kids in the classrooms?
- v. Right now the kids and parents know only: Sometimes we go into that big kitchen.
- 8. What communication/relationship do we currently have?
  - i. For several church board members, the somewhat contentious COVID mask protocol discussion was our first interaction. Or a conversation about bark mulch, nothing big.
  - ii. The Building our Vision project is a very important driver to redesign the building, which Chris did understand when we started these conversations with them very early, but this stalled due to our unclear relationship.
  - iii. There has been some good staff interaction, including Ben Atherton-Zeman.
  - iv. We all know that communication in the past was hard, so everyone's skittish now!
  - v. But now it's a different group of people, everyone on both boards has turned over now due to time passing. But there's no incremental way to break big news.
- 9. How does the preschool work towards/fit into the church's mission?
  - i. Would it help if more members had kids in the school? It would almost be better for our mission to influence OTHER kids from other families to think in liberal tradition
  - ii. We don't ask anything except tuition from these families: like our community dinner, we don't even mention nor suggest UUism at all, we don't get new members
  - iii. What's the population that the school helps? Would match our mission if it were underprivileged, affordable liberal education to folks who wouldn't get it otherwise
  - iv. Yes the school is affordable, but the hours are not ideal for parents with long working hours nor long commutes, and no air conditioning yet so can't be open in July/August
  - v. We offer a scholarship to help the local neighborhood of French Hill which is lower-income, but this has had no applicants
  - vi. We do give a scholarship to 3 families, total amount this year was approx. \$6,000.
  - vii. The reality for low-income families is that they don't access paid childcare, they patch it together with relatives and sharing, and we cannot make our childcare free
  - viii. Rev. Allison has crunched the numbers: currently our tuition is same as the YMCA, and we're the lowest-cost in town for 3+ year olds – vs. 6 years ago we were costlier
- 10. Rev. Allison says it's not about communication, it's about claiming our UU identity:
  - i. Talking more won't change the school's identity without a conscious choice.
  - ii. Part of that conscious change is that the preschool \*IS\* related to a church –without that acceptance, there's no point in communicating.
  - iii. But we aren't really a church – or wait we are a church – but we are a little uncomfortable with some of the tricks of OTHER churches in the name of church work
- 11. What was originally presented sounded like a bald proposition:  
either get your own 501c3 or become a UU preschool.  
Now this sounds different and mellower.
- 12. How to move forward? Communication sounds nice, but who communicates what?
  - i. Together let's work to determine how our missions relate to each other
  - ii. Sit down and learn a bit more about what is UU Nashua
  - iii. Teachers can tell about their teaching plans, as they just prepared for NYAEC

- iv. Tiffany volunteers to spearhead the conversations to get to know each other
    - 1. She is leaving the CWGWWS board this year
    - 2. And the current incoming co-chair agrees with this
  - v. Could invite 2 of their teachers (out of the total 4)
  - vi. 20 mins of teachers sharing their passion for teaching and for the students
  - vii. Then 20 mins of this board sharing our passion of UUism:
    - 1. Invite Brenna and Victoria and Lindsey H from the UU Nashua Board
    - 2. Wonder about bringing in Sadie, might be too much, let's not bring in staff just yet, we don't want them to think that we're evaluating their curriculum
  - viii. Let's plan to hold this conversation in the fall
  - ix. Let's not bring in the whole school board yet either – no decisions to be made yet
  - x. Maybe not bring in the parents yet, it'll freak out the parents
    - 1. They may have a short-term attitude as their kids are just passing through
    - 2. Their involvement may be more superficial like PTA-level
    - 3. But maybe they could understand from the perspective of Building Our Vision, sharing space with the church
  - xi. Perhaps invite the other 2 church members on the preschool board? Or would that be a subgroup that could feel exclusionary to other board members?
13. Next steps
- i. Tiffany will loop in Chris – she's having dinner shortly to thank her for last 3 years
  - ii. Tiffany will reassure that we're not on verge of making a huge decision, but rather:
    - 1. Can we be in relationship? What are our similarities of mission?
    - 2. And if we CAN, do we want to? what would it look like?
    - 3. And if not, that's a different conversation.
  - iii. We want to change the relationship, not necessarily change the way they are running the school, although this could come out of the discussions.
  - iv. Will we meet in person? Outside? In the fall – TBD.
14. Wait, are we concluding this topic now in this way? Some of us have cognitive dissonance
- i. This is an entirely different opinion than this Board concluded back in April, when we met and thought it would be best if the preschool and the church could separate?
  - ii. Well yes but then we decided we need to get to know them better and then make a fuller decision with all the right people in the room
  - iii. That April conversation was purely missional, and Rev. Allison took away the conviction that we were not aligned enough
  - iv. Then some of us met with Tiffany and Amanda, and Rev. Allison became convinced it would be great to be aligned
  - v. Then she came out of meeting with Chris and Amanda Bonnette utterly confused
  - vi. But as we bring in other parties it gets more complicated
  - vii. Realized how unfortunate it would be for the church staff if they changed to a renter
    - 1. We probably don't want to legally create/solidify the us-and-them mentality
  - viii. Maybe we cannot even change the school's identity until sometime in the future
    - 1. In the further future there may be more openness to this idea?
    - 2. We could someday be one entity in identity, without feeling that the school is outreach and evangelizing

3. Rev. Allison is willing to take the 5-10 student loss in order to be more UUish
4. Chris is currently not willing to take this hit
5. Chris and Amanda Bonnette didn't even understand that we would care about the UUism of the school
6. (We discuss that this is a bit like our IFC: the decision between making maximal money for the church investments with Bank of America vs. a more spiritual investing strategy using the UUA's Common Endowment Fund, CEF)
7. Victoria's last time on the board 2014 there was desire to outreach to community service – now this is not even on the school's radar anymore
- ix. Or the school can even make people more aware of UUism, this is serving our mission (but let's not worry about pitching this to Chris)
  1. E.g. Lutheran school – has chapel 1x month, and invite all the families at Chapel School to their Xmas pageant or they're involved in some way
  2. Invitation into the church, which you don't need to take
  3. Right now it's forbidden to even invite families into UU – which is problematic
- x. OK we'll be done with this topic for now! Will revisit in the fall.

#### 10. Monitoring Committee Update, Lindsey Hedrick

1. Finished with revising our Policies Part II
2. Next year will work on revising Parts III and IV, doing the Executive Limitations first
3. During this work, we'll explicitly outline what steps are needed for our financial policies
  - i. Because last meeting we agreed that no external audit will be done
  - ii. So additional policies can make everyone comfortable with how we'll move forward

#### 11. Endowment Committee Update, Lindsey Sylvester

1. Met with our IFC about the CEF, UUA's Common Endowment Fund
  - i. Gave them the strong recommendation to invest with CEF
  - ii. We got some questions from them during the meeting and emailed after
  - iii. We're creating a fact sheet to answer them.
2. Next year will bring this fact sheet back to IFC and address any concerns
3. And can invite one of the people from churches who spoke to us, to talk with IFC
4. And next year the other piece of responsibility is to rewrite our policy, not just stating that we'll invest with the CEF
5. Burns notes that CEF can have a big impact: just saw three news stories with big oil companies, small shareholders pushing the company, board member expressing values!

#### 12. Note: the Cemetery needs to be tackled too as a topic on our radar

1. IFC wants to know about this too, about the groups and restricted funds for cemetery
2. Nope, not next year; one thing at a time – we agree to deal with the alive people first!!

#### 13. Covenantal Check Out

**Appendix A:** Full Agenda

**Appendix B:** Minister's Report

**Appendix C:** Financials



# Agenda

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

June 3, 2021 6:30pm

- 6:30 (15) Check in**
- 6:45 (5) Chalice Lighting: Ben's Story**
- 6:50 (10) Follow Up Story Telling (Everyone)**
- 7:00 (5) Consent Agenda (Brenna)**
- Review and approve May Minutes
- 7:05 (20) Minster's Report (Allison)**
- 7:25 (5) Ends Survey Update (Brenna)**
- 7:30 (45) Conversation About Preschool (Tiffany, Amanda)**
- Tiffany Holmes (current co-chair) and Amanda Banner (next year's co-chair) have spoken with Chris about some potential possibilities for the preschool in relation to the church. They are coming to us tonight to engage in conversation and figure out what are some next steps we can take in making sure the pre school feels a part of our church. We are not anticipating making decisions or doing anything that would be considered "final". We are just having some conversations and maybe leaving with some more questions to think about as we engage in this work.
- 8:15 (5) Break**
- 8:20 (10) Subcommittee Next steps (Lindsey and Lindsey)**
- 8:30 (5) Annual Meeting Check in (Brenna)**
- 8:35 (5) Board Funds for Staff (Brenna)**
- 8:40 (5) Doodle Poll for Summer Retreat! (Brenna)**
- 8:45 (5) Check out (Brenna)**
- How did we do this evening?
  - Did everyone feel heard?
  - Are there any concerns or compliments you want to give to the group?
- 8:50 Closing Words (Allison)**

**Minister's Report to the Board of Trustees**  
**Rev. Allison Palm**  
**UU Church of Nashua, NH**  
**June 2, 2021**  
**Covering May 6-June 2, 2021**

We have just a couple of services left in the church year, with Summer Services beginning on June 20. I completed the Summer Worship Workshop with our summer service leaders on Monday, and I think we have a great set of services planned! Our Worship Associates are also planning an outdoor Summer Solstice service for 6pm on June 21. I plan to be there and look forward to the opportunity to worship together in person.

We held a wonderful ordination service for Rev. Ben Atherton-Zeman on May 23. Over 200 people attended, and so many in the congregation helped to make it a special day. It was very exciting to get to celebrate Ben's ministry.

Our Multiplatform Worship Task Force continues to meet about the specifics of how to make online/in-person worship meaningful for everyone. We are attending a training this weekend, and hope to put the final touches on our plan next week so that we can start thinking about the equipment needed to make it happen.

We had a great All Ages Faith Formation event on May 9, with 60 people of all ages coming to do a story walk through the cemetery. People really appreciated the opportunity to see others, explore our cemetery and learn some UU history.

Both our youth and adult Coming of Age classes wrapped up this month, with a youth COA service done jointly with the Manchester congregation on May 16, and the first of two Adult COA services on May 30. It was great to get to worship with Manchester folks and we'd love to do that again.

Many of our Adult Faith Formation programs are wrapping up for the year, or slowing down for the summer. We are beginning to plan for next year's offerings.

Our Land Acknowledgement Group is continuing to do good work, with a goal of bringing that work to the larger congregation around Indigenous Peoples Day in October. Our larger Racial Justice Working Group had their quarterly meeting in May, and has a great sketch of things they'd like to do next church year.

The Community Dinner Team has decided to put off trying to start Community Dinners until the fall. Our Lil' Free Farmstand is opening on June 27 and will be open throughout the summer.

We had a very successful online auction in May, raising just over \$5000 for our multiplatform services. The Stewardship Team already has a sketch of a calendar for next year, with some plans for multiplatform fundraising.

The Building our Vision Team continues to hone in on the materials to share with architects, and we hope to be able to begin those conversations over the summer or next fall.

We have hired a new Sexton! Mark Connolly will begin with us on June 7, and will train with Sandy for a week. He comes to us with many years of experience in facilities work with nonprofits and we think he is going to be a great addition to our team.

We are saying goodbye this month to Sandy Martinage, our Sexton, who is retiring as of the end of June, and to Ben Atherton-Zeman, who will finish his internship with us on June 15. We will miss them both and wish them well on their next adventures!

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

- Registration continues to go well for next year.
- They are in the midst of two weeks of camp, after ending the school year on May 28.
- One teacher is leaving at the end of the year, so Chris is actively looking for a replacement.
- The Board is finishing up their review of Chris, which should be done yearly from now on.
- Tiffany Holmes is stepping down as the church co-chair at the end of June. Amanda Banner will be taking her place.

### **Minister's Schedule**

- I will be on Study Leave from June 28-July 4, July 26-Aug 1 and Aug 30-Sep 5
- I will be on vacation from July 5-July 25

### **Professional Development/Collegial Connection (April & May)**

- Weekly support and collaboration calls with Nashua area clergy
- Ongoing work on Ritual book
- Dual Platform Future for All Ages training
- Northern New England UUMA Annual Meeting
- UUMA Annual Meeting
- Final online Pastoral Innovation Network of New England gathering

### **Community/Social Justice Activities**

- 4 New Hampshire Council of Churches meetings
- 2 Immigrant Solidarity Network Meetings
- 2 Nashua Area Interfaith Council Meetings
- 2 Interfaith Housing Justice Group meeting
- Northern New England District Board Meeting
- GSOP Annual Meeting
- Training and planning call for creation of a GSOP clergy caucus; 3 1-1 conversations with colleagues
- Visibility action against HB 266 (the "divisive concepts" bill)
- Meals on Wheels Memorial Service for 2 drivers

- Immigration Letter delivery to Senator Shaheen's staff with GSOP
- Creation and distribution of a Covid safety video statement with other Nashua area faith leaders

**Income and Expense Report as of 6-2-2021**

See attached "June 2021 Financials" for full report. We are 92% of the way through this year. Income is well ahead at 109.8%. Expenses are just a little behind at 89.8%. Currently we are running a \$78,000 surplus

# 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	147,116.01	157,903.00	-10,786.99	93.17 %
Fundraisers	7,552.90	4,000.00	3,552.90	188.82 %
Other Income	64,025.33		64,025.33	
Outreach Collections	38,706.16	35,000.00	3,706.16	110.59 %
Pledges	308,467.56	332,000.00	-23,532.44	92.91 %
Preschool Contribution	15,000.00		15,000.00	
User Fees	390.00		390.00	
<b>Total Revenue</b>	<b>\$580,875.41</b>	<b>\$529,053.00</b>	<b>\$51,822.41</b>	<b>109.80 %</b>
<b>GROSS PROFIT</b>	<b>\$580,875.41</b>	<b>\$529,053.00</b>	<b>\$51,822.41</b>	<b>109.80 %</b>
<b>Expenditures</b>				
EXPENSES	2,131.27		2,131.27	
<b>OPERATIONS</b>				
ADMINISTRATION	23,750.24	28,850.00	-5,099.76	82.32 %
COMMUNICATIONS	1,147.44	1,000.00	147.44	114.74 %
DENOMINATION	28,712.00	28,712.00	0.00	100.00 %
PROPERTY	86,473.62	87,800.00	-1,326.38	98.49 %
STEWARDSHIP	763.89	1,700.00	-936.11	44.93 %
<b>Total OPERATIONS</b>	<b>140,847.19</b>	<b>148,062.00</b>	<b>-7,214.81</b>	<b>95.13 %</b>
<b>PROGRAMS</b>				
BOARD EXPENSES	894.38	1,300.00	-405.62	68.80 %
FAITH FORMATION	2,682.40	4,150.00	-1,467.60	64.64 %
LEADERSHIP DEVELOPMENT	300.00	300.00	0.00	100.00 %
MEMBERSHIP	636.48	1,500.00	-863.52	42.43 %
MINISTRY FUNDS	-1,501.37	2,000.00	-3,501.37	-75.07 %
MUSIC & WORSHIP	3,188.17	5,090.00	-1,901.83	62.64 %
SOCIAL JUSTICE	34,965.43	38,350.00	-3,384.57	91.17 %
<b>Total PROGRAMS</b>	<b>41,165.49</b>	<b>52,690.00</b>	<b>-11,524.51</b>	<b>78.13 %</b>
<b>STAFF</b>				
ADMINISTRATIVE STAFF	91,317.26	94,583.59	-3,266.33	96.55 %
MINISTER	119,729.88	141,462.90	-21,733.02	84.64 %
MINISTERIAL INTERN	12,904.80	13,918.00	-1,013.20	92.72 %
PROGRAM STAFF	93,413.03	108,228.97	-14,815.94	86.31 %
<b>Total STAFF</b>	<b>317,364.97</b>	<b>358,193.46</b>	<b>-40,828.49</b>	<b>88.60 %</b>
<b>Total EXPENSES</b>	<b>501,508.92</b>	<b>558,945.46</b>	<b>-57,436.54</b>	<b>89.72 %</b>
Uncategorized Expense	718.20		718.20	
<b>Total Expenditures</b>	<b>\$502,227.12</b>	<b>\$558,945.46</b>	<b>\$ -56,718.34</b>	<b>89.85 %</b>
<b>NET OPERATING REVENUE</b>	<b>\$78,648.29</b>	<b>\$ -29,892.46</b>	<b>\$108,540.75</b>	<b>-263.10 %</b>
<b>Other Revenue</b>				
Other Miscellaneous Revenue	0.00		0.00	

# 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>Total Other Revenue</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00%</b>
NET OTHER REVENUE	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00%</b>
NET REVENUE	<b>\$78,648.29</b>	<b>\$ -29,892.46</b>	<b>\$108,540.75</b>	<b>-263.10 %</b>