

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

March 10, 2022

*Meeting held virtually due to COVID-19*

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

**Reviewed by** Cecile Bonvouloir, Roy Goodman, Brenna Woods, Lindsey Hedrick, Victoria Agnew

**Meeting Attendees:** Victoria Agnew, Caro Barschow, Cecile Bonvouloir, Andy Capen, Roy Goodman, Lindsey Hedrick (Vice President), Jodie K. Holway (Clerk), Brenna Woods (President), and Rev. Allison Palm

**Excused:** Burns Fisher, Lindsey Sylvester (Treasurer)

**Agenda:** see Appendix A

### 1. Chalice Lighting and Storytelling

- a. Victoria Agnew describes that UU Nashua is a place for a family to evolve
  - i. She always wanted a church-home for her kids
    1. As a child herself, Victoria had her own church as a place that wasn't school, where she could escape those pressures
    2. Found that her first grade daughter was suddenly having conversations about original sin with her Catholic school friends
    3. Her young son was also spiritual in his own unique way
  - ii. Discovered that all three of them fit and belong and are welcome here
    1. Victoria herself felt welcome here, which wasn't the original point
  - iii. Participated in Religious Education (aka Faith Formation) to become themselves and their own religious views
    1. They all loved the HONK musical, with Cecile Bonvouloir's kids
    2. Neighboring Faiths, ROPES, youth group, working at coffee hour
    3. Erica went to GA, Samuel went to Rowe one summer, loved it
    4. Victoria found a place for herself, her own spiritual development
  - iv. As kids go off to college, kids can drift from UUism: but not in this case!
    1. Samuel took his chalice to college, wears his Ropes necklace, considers his UU hymnal to be one of his few valuables
    2. Erica is leading some online FF workshops right now
- b. Brenna Woods expresses the hope that her young family will grow up to have the same community experience

### 2. Consent Agenda

- a. **MOTION** to accept the February 2022 UU Nashua minutes, with amendments **MOVED** by Roy Goodman, **SECONDED** by Andy Capen

**PASSES** with abstentions from Burns Fisher and Lindsey Sylvester

3. **Minister's Report and March Financials**, Rev Allison (see Appendix B)
  - a. Safe Congregation "Booster Training" is needed
    - i. Running the second half, now that we're back in the building
  - b. UU Stewardship phone-a-thon coming up
    - i. Board help is needed to encourage slow pledgers
    - ii. Encourage people to renew, either to us over phone or they do it online
  - c. Spreadsheet to track info about how Bicentennial funds are being spent
    - i. Agreement that no request each time to Board is needed
  
4. **Preschool Conversation**, Lindsey Hedrick, Cecile Bonvouloir
  - a. Meeting to get acquainted between the church board and CWG-WWS
    - i. Lindsey and Cecile met with 7 teachers and Chris and Tiffany, 1.5 hours
  - b. Felt it was a friendly and successful exchange of perspectives
    - i. We shared the things that the church values most, mainly from personal perspectives (not really using the big list of bullet points from our retreat)
    - ii. They shared what they liked most about working there
  - c. It was a good relationship-building conversation for future
    - i. Idea to invite the church board to their ice cream social
    - ii. Board is welcome to come to classes, see them in action, and read to the kids! (rather than them giving us a portfolio of how they do things)
  - d. Teachers and Chris similarly felt that this meeting was great and successful
  
5. **General Assembly**, Lindsey Hedrick
  - a. We always seek to have six delegates, attend either virtual or in person
    - i. Currently 2 confirmed attendees: Karen Thomas and Laurie Goodman
    - ii. Two others considering it, but lots of No and many requests ignored
  - b. Please give Lindsey any suggestions we can add
    - i. Lindsey reeled off a big list of who she's already contacted
    - ii. For various reasons, it seems people are reluctant to get involved and volunteer for many things these days as we emerge from pandemic
  
6. **Monitoring Committee**, Lindsey Hedrick
  - a. Proposals to revise the Executive Limitations section of our policy document
    - i. As a reminder, executive limitations are a list of the things that the Executive Director can NOT do. That is why each one is written using negative language
    - ii. Each limitation should be broad enough to have the ability to be interpreted and measured. The goal is not to create specific rules for each scenario
    - iii. Not trying to make these policies perfect at this point, just better
  - b. Policy D: Employing Church Staff
    - i. Now we're referencing the accurate name of the UUA document

- ii. Added reference to members not being employees, pulled and consolidated from Policy N in prior version of these policies
- iii. Conclusion: no concerns, appreciation of its clarity
- c. Policy N: recommend to remove it, consolidated into Policy D
  - i. Conclusion: remove it, no concerns
- d. Policy L: Acceptance of Restricted Donations
  - i. We agree, these ideas will be covered in revised Endowment policy
  - ii. Conclusion: remove it, no concerns
- e. Policy H: Communication and Support to the Board
  - i. We propose to create an official Job Description of the Minister/Executive Director (ED)
    - 1. This would subsume to content which was originally in this section: they're good behaviors to expect
    - 2. Last time this idea was raised, we didn't decide which group/team would create this job description
    - 3. Next church year, this can be its own separate goal
  - ii. Should we leave this info in the policy now, until the job description is created?
    - 1. Remove it now, we trust Rev. Allison, in short-term interim
    - 2. But intentionally put this text into a parking lot to not lose it
    - 3. Starting from this plus the Letter of Call, the job description is already 90% complete!
    - 4. We can also reach out to other congregations in our research
  - iii. Rev. Allison is excited about having a job description written next year
  - iv. Conclusion: put this into parking lot, remove from policy, no concerns
- f. Policy M: Preschool Delegation of Authority
  - i. Also put this into the job description - mention it in the parking lot too
  - ii. It's written in positive language, not well-written as a limitation today
  - iii. Conclusion: put this into parking lot, remove from policy, no concerns
- g. Policy G: Asset Protection
  - i. Revised, combined, eliminated various bullet points
  - ii. Conclusion: no concerns
- h. Question for the Endowment Committee,
  - i. Last year's Board Policy review had a question about a policy that covers the Invested Funds Committee
  - ii. Endowment Team confirms that they will decide whether to tweak or remove that policy - their new policy will supercede the existing policy
  - iii. But still an open question about how to handle IFC, if we use UUA instead of Bank of America the word "oversight" has a different meaning
  - iv. Yes, Endowment committee will take this area,
  - v. So we'll revisit this policy when that new policy is ready to put into action
- i. Endowment Committee will send out a link to review their work prior to next meeting in April, so we can send them any questions or ask in next meeting

## 7. Ministerial Review

- a. Board Review, led by Brenna Woods
  - i. Explain to Rev. Allison our new format and way of writing her review
    1. Refined the survey that goes to all church leaders, sent it out
    2. Board broke into small groups, reviewed all the responses
    3. In Board meeting, we shared important inputs from responses
    4. Brenna read everything and created the review document
    5. Format was reviewed with Rev. Allison (though not its content)
  - ii. Now reviewing the content with her
  - iii. Area of Growth: could find a way to show thanks to volunteers
    1. We do have an annual overall recognition ceremony
      - a. Maybe individually thank them, more quickly, beyond that
    2. Rev. Allison notes that she just reinstated writing thank-you cards during each staff meeting
  - iv. Area of Growth for Congregation - we often get stuck in wordsmithing
    1. This seems like "Worship of the written word" as described in explorations of white supremacy
      - a. For example, people who insist they're not a religious person, but perhaps they can agree that UU Nashua is a religious organization that you're a part of
      - b. For example, people who say they don't have any spiritual practice but I take a walk every day which clears my mind
      - c. "We are a congregation of diverse beliefs that share a common faith" this sentence does invite a detailed word-smithing conversation about language!
    2. The goal is not to force the specific words on our congregants, but at least allowing these ideas to coexist peacefully
      - a. We could loosen up about interpreting the words of others, just ask questions and allow a broader definition
      - b. Allow a shared definition of any important concept to be wider; many perspectives and yours is not the only one
      - c. Do a better job of talking to each other, hearing each other, getting their perspectives, check in with others
    3. This congregation has successfully attempted to change our definitions before
      - a. We have made strides in understanding the definition of Faith Formation so that Rev. Allison gets more encompassing recognition for this work
      - b. Now can expand the definition of Pastoral Care - of course everyone needs some form of pastoral care due to pandemic, it doesn't just mean after a specific incident
    4. Not sure how to best help the congregation grow in this way

- a. Could there be sermons? some resources for us?
  - b. Rev Allison notes that the UUA is currently also grappling with some over-importance of its written policies
- v. We so appreciate everything Rev. Allison does!
  - 1. Brenna has written this annual review for seven years as of now
  - 2. Every year it gets harder, because Rev. Allison rises to every challenge, including now handling everything plus a pandemic!
- b. Rev. Allison Self Review, led by Rev. Allison
  - i. As she wrote this, all the hard parts of this year were in the forefront of her mind – it’s been a very hard year!!
    - 1. Together we did really good ministry, we continued churching despite everything being so hard and so constantly changing
    - 2. Other ministers also feel that things are very hard these days
    - 3. Board agrees: her sabbatical is hard-earned and well-deserved
  - ii. Building our Vision has been one of the successes of the year
    - 1. It’s been a ton of work, e.g. touring architects around buildings
    - 2. Rev Allison participating in these tours was a good decision, good use of her time
    - 3. Every step of BoV work has felt energizing and exciting
  - iii. Note, the responsibilities of being a mom of young kids also needs to be appreciated - Rev. Allison has done an amazing job all year
    - 1. Nobody has had consistent childcare in these past years!
    - 2. She’s grateful to have a flexible, really supportive work environment, e.g. didn’t run out of paid time off in February, etc.
  - iv. Board echoes all her successes: yes, a great team of people did a lot of great work, but Rev. Allison was a driving force contributing to all work
  - v. Brenna asks: how does Rev Allison want to be supported?
    - 1. (She had asked for support in her absence; why not now too?)
    - 2. She would appreciate any feedback in general - right now it’s a vacuum, crickets after she sends anything out - disconcerting!
    - 3. She appreciates follow-through on what we say we’ll do - although the board/congregation is pretty good at this already
    - 4. Discussion of the popular “Five love-languages”
      - a. These are quality time, words of affirmation, acts of service, physical touch, and giving gifts
      - b. Rev. Allison most appreciates at work: acts of service and words of affirmation
  - vi. Rev. Allison’s thinking about Sabbatical, what/how should she return?
    - 1. Board responds with various answers for what we hope for her
    - 2. Hope you get what you need - you don’t seem fatigued right now, despite that you just admitted that you’re ready for a break
    - 3. Hope you get more well-filling, to keep bringing creative ideas
    - 4. Hope you’re at peace, spend time with your family, and at the end have no regrets about how the sabbatical was spent

5. Hope you find that you're excited, not dreading, to come back
6. Touching and true advice from wise woman Cecile Bonvouloir:
  - a. May you take stock of everything you've accomplished here at UU Nashua over the past incredible seven years, please take this time to appreciate YOURSELF
  - b. You've very dedicated, creative ideas, you push yourself
  - c. Please give yourself a huge self-affirmation for each year
  - d. You don't always need to go so fast, you've brought the congregation into the modern world now thanks to all that speed and energy
  - e. You've brought a new spirituality to this church
  - f. WE LOVE YOU, and the preschool loves you, and you need to know this!
  - g. And now you no longer need to keep up this rate - please don't burn yourself out, please come back from sabbatical with stronger boundaries for yourself
  - h. May you come back with a new rate: up until now, you've kept up the new-minister passion even while you've been doing all this work AND starting your young family
  - i. As your kids grow, it'll get harder – and the kids are so wonderful, we want you to stay with us until they graduate college, we want to support them growing up from A-to-Z!
  - j. You can give 110% not 150%, we will still love that rate
7. This is such great advice, everyone agrees
  - a. And this extends to how her staff is matching her pace - surely they can use a small relenting of the pace too
  - b. Rev. Allison says she'll work on this, maybe will spend a little while on sabbatical just feeling good about things!
- vii. Setting Rev Allison's goals for this upcoming year
  1. To take a sabbatical
  2. The book is still underway, back on track
    - a. After a year-ish of editorial pause, this was frustrating
    - b. But now it still feels exciting, she'll keep pushing on this
  3. And the newly-proposed goal: to thank volunteers here and there
  4. Question about Sadie, who'll return from hew own sabbatical
    - a. Reconnecting after both individual sabbatical experiences could be a goal, as the two biggest leaders of the church
    - b. Maybe plan an overnight at a retreat-home etc.
    - c. Rev. Allison was planning a staff retreat for Jan 2023 when the staff is finally once again all together - reorient ourselves and connect and take stock of the congregation
- c. Compensation presentation, by Lindsey Hedrick
  - i. Rev. Allison leaves the meeting, this part of the minutes is not public

**8. Checkout**

**Appendix A:** Agenda

**Appendix B:** Minister's Report and March 2022 Financials

# Agenda

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

March 10, 2022 6:30pm

- 6:30 (15) Check in**
- 6:45 (5) Chalice Lighting:**
- 6:50 (10) Follow Up Story Telling (Everyone)**
- 7:00 (5) Consent Agenda (Brenna)**
- Review February Minutes
- 7:05 (15) Minister's Report (Allison)**
- 7:20 (15) Preschool Conversation Debrief (Allison)**
- 7:35 (5) General Assembly Update (Lindsey)**
- 7:40 (30) Monitoring Committee (Lindsey)**
- As a reminder, executive limitations are a list of the things that the Executive Director can NOT do. That is why each one is written using negative language.
  - Each limitation should be broad enough to have the ability to be interpreted and measured. The goal is not to create specific rules for each scenario.
- 8:10 (5) Break**
- 8:15 (50) Review and Compensation**
- Board Review (**Brenna**)
  - Allison Self Review (**Allison**)
  - Compensation presentation [Allison will leave the meeting for the evening at this point. (**Lindsey**)
- 9:05 (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?
- 9:10 Closing Words (Brenna)**



**Minister's Report to the Board of Trustees**  
**Rev. Allison Palm**  
**UU Church of Nashua, NH**  
**March 9, 2022**  
**Covering February 10-March 9, 2022**

Our big news on the worship front is that we have removed capacity limits for Sunday services and begun to allow singing throughout the service. This past Sunday was our first using those new policies and we had good attendance both in person and online. I heard good feedback from attendees in both formats, and the energy in the room was great. In-person choir is gearing up to begin by the end of this month, and we already have soloists singing in the service. Frank Grossman has been working with a new tool that automates a lot of the tech for Sunday mornings. This will make it easier to train more people on how to do that role. Our big piece of capacity building that we need for multiplatform worship is to deepen the bench of folks who can do the various tech roles. That will be a focus of the next couple of months.

I will be away from Nashua for the next two Sundays as part of our three-way pulpit swap. I'll be in Milford this Sunday and in Manchester on the 20<sup>th</sup>. Rev. Patrick McLaughlin will be in Nashua this Sunday and Rev. Shayna Appel will be with you on the 20<sup>th</sup>. I am looking forward to seeing the ways these other congregations are doing multiplatform worship!

OWL Taking Flight is going well as they enter their second month. We have some good, solid leaders and I'm grateful that Caro has taken on organizing them. Last month, we had our first set of kids' workshops with both an online and in person option, which went really well. We will be doing that again this Sunday. We are exploring the idea of opening up a Kid's Church space in the chapel. This would require volunteers since we were not able to hire a Faith Formation Assistant this winter. We will see how that idea unfolds with the Sabbatical co-chairs and the Faith Formation Associates.

The Renewal of Welcoming Congregation Team is planning their first event – a conversation about parenting and LGBTQ identities that will be on the morning of April 2. The Land Acknowledgement folks are also continuing their work, and will be bringing a report to the Board next month. The “Widening the Circle of Concern” study group led worship on Feb. 27, but have continued meeting as they were not quite ready to present on recommended actions yet. They are planning a second service for May 8, with our final meeting on Feb. 20.

We are wrapping up our Stewardship Campaign this Sunday. So far, we have 76 pledges, for a total of \$232,900. We have had some great testimonials during the campaign, and a fair number of increased pledges. **The Stewardship Team would like help from the Board for their Phone-a-thon again this year. It is scheduled for Monday, March 21 from 6:30-8:30. The plan is to gather on Zoom. Please let me know if you are able to make it.**

The Building Our Vision Team had a second meeting with our architects and officially signed the contract with them. They are in information gathering mode, and we are working on connecting them with all the right people and information.

We are currently actively using our Bicentennial Fund for two purposes – Building Our Vision work and multiplatform upgrades. This is a fund that requires Board approval for expenditures. At this point, I believe all of the money in the fund has been designated for one or the other of those projects. I created a spreadsheet to track how much had been spent and how much is left in each of those designations. [You can find it here.](#) I spoke with Brenna and Lindsey H. and they agreed that since the money has been designated, I do not need to come to the Board to approve every purchase, and that giving you access to this spreadsheet would be sufficient.

### **Professional Development/Collegial Connection**

- Weekly support and collaboration calls with Nashua area clergy
- UUMA New Hampshire Cluster Meeting
- 1-1 meeting with the new Rector at Church of the Good Shepherd Episcopal

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

- 3 New Hampshire Council of Churches meetings
- 1 Nashua Interfaith Housing Justice meeting
- 1 Nashua Area Interfaith Council meeting
- GSOP clergy caucus planning call and monthly call
- 1-1 meeting with Martin Toe of GSOP
- Planning calls for an Interfaith Justice Seder
- Attended GSOP Housing Rally before Governor Sununu's State of the State address
- Work on wrapping up the dissolution of the Northern New England District

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

- Registration is going really well for next year. There are just a few spots left in the whole program and there are already waiting lists for some classes.
- The Preschool Board passed a parental leave policy in line with the church's policy (12 weeks paid leave) in anticipation of a teacher needing that leave in the fall.
- Tiffany Holmes organized a meeting between the Church Board and the preschool teachers – I heard really good things from both Chris and the teachers about how it went.
- I shared our new Covid policy with Chris so that they know where we are at. They are still planning a virtual Open House for this month, but are making plans for in person graduation for their 4 and 5 year olds at the end of May, and a return of their ice cream social tradition to end the school year.
- I am scheduled to read to the kids again in April.

### **Minister's Schedule**

- Next Sunday off: April 10
- I will be taking vacation April 25-May 1

### **Income and Expense Report as of 3-9-2022**

See attached “March 2022 Financials” for full report. We are 60% of the way through this year. Income is a little ahead at 71%. Expenses are a little behind at 64%. We are currently running a \$41,000 surplus.

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

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

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

Interpretation: This policy is interpreted to mean that:

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

Data: Our current checking account balance (minus reserve funds) is about \$132,847. This is enough for nearly three months of regular operating expenses. The Income and Expense report attached indicates that no items are on track to exceed 105% of the budget for this year.

Statement of Compliance: I report compliance

*Accordingly, the Executive Director shall not:*

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

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

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

Statement of Compliance: I report compliance.

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

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

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

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

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

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

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

Statement of Compliance: I report non-compliance. This is something that the staff could definitely use support with. With the lack of guidance that we expected from the Financial Review and the amount of staff turnover we have had in the last year, it has not been something we have found the capacity for.

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

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

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

Statement of Compliance: I report compliance

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

Interpretation: The Executive should not sign any checks for greater than \$4,999.99. The Executive may delegate signature authority to the Church Administrator as long as they are in a

permanent position and do not sign checks greater than \$1,999.99. Neither the Executive or the Church Administrator should sign checks of any amount that are written out to themselves, a member of their immediate family or someone with whom they have an identifies conflict of interest.

Data: If Ericka ever does have to sign a check over her limit, she sends an email to me and Brenna and I keep that as a record. Beyond those that Ericka has informed us about, she has not signed anything over \$2000. I signed one check over my limit, which I informed both Brenna and Lindsey Sylvester about.

Statement of Compliance: I report compliance.

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

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

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

Statement of Compliance: I report compliance

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

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

Data: Since July 1, 2021, the church has entered into only one contract that exceeds this amount. That contract is with our architect. The Building Our Vision Team received proposals from 6 firms and interviewed four firms to make this decision.

Statement of Compliance: I report compliance

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

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

Data: Sind July 1, 2021, the church has not entered into any contracts that exceed \$25,000.

Statement of Compliance: I report compliance

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

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

Data: Since July 1, 2021, the church has not purchased or sold any land or buildings.

Statement of Compliance: I report compliance

*12. Spend or borrow Endowment funds without prior Board approval; or*

*13. Plan for annual Endowment outlays of more than the “prudent withdrawal amount” percentage, as determined by the Board, of the Endowment fund balance.*

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

Data: The Unrestricted Endowment withdrawal included in the FY22 budget is the amount recommended by the Invested Funds Committee. The FY22 budget was approved by the Board in May 2021 and voted on by the congregation in June 2021. We have not withdrawn any funds in excess of what was budgeted. The restricted funds withdrawn were no more than the prudent withdrawal amount recommended by the Invested Funds Committee.

Statement of Compliance: I report compliance

# Unitarian Universalist Church of Nashua

Budget vs. Actuals: FY 2022 - FY22 P&L

July 2021 - June 2022

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>Revenue</b>				
100 Questions	-70.70		-70.70	
Endowment	113,827.90	164,047.00	-50,219.10	69.39 %
Fundraisers	4,915.92	6,000.00	-1,084.08	81.93 %
Other Income	1,490.26		1,490.26	
Outreach Collections	21,658.20	35,000.00	-13,341.80	61.88 %
Pledges	266,062.98	353,000.00	-86,937.02	75.37 %
Preschool Contribution	18,000.00	30,000.00	-12,000.00	60.00 %
User Fees	200.00	6,000.00	-5,800.00	3.33 %
<b>Total Revenue</b>	<b>\$426,084.56</b>	<b>\$594,047.00</b>	<b>\$ -167,962.44</b>	<b>71.73 %</b>
<b>GROSS PROFIT</b>	<b>\$426,084.56</b>	<b>\$594,047.00</b>	<b>\$ -167,962.44</b>	<b>71.73 %</b>
<b>Expenditures</b>				
<b>EXPENSES</b>				
<b>OPERATIONS</b>				
ADMINISTRATION	21,858.41	31,150.00	-9,291.59	70.17 %
COMMUNICATIONS	605.98	1,300.00	-694.02	46.61 %
DENOMINATION	20,736.00	25,920.00	-5,184.00	80.00 %
PROPERTY	75,320.08	99,150.00	-23,829.92	75.97 %
STEWARDSHIP	985.36	2,000.00	-1,014.64	49.27 %
<b>Total OPERATIONS</b>	<b>119,505.83</b>	<b>159,520.00</b>	<b>-40,014.17</b>	<b>74.92 %</b>
<b>PROGRAMS</b>				
BOARD EXPENSES	89.40	1,000.00	-910.60	8.94 %
FAITH FORMATION	2,954.29	4,700.00	-1,745.71	62.86 %
LEADERSHIP DEVELOPMENT		300.00	-300.00	
MEMBERSHIP	784.19	2,000.00	-1,215.81	39.21 %
MUSIC & WORSHIP	1,518.04	8,430.00	-6,911.96	18.01 %
SOCIAL JUSTICE	14,661.20	39,950.00	-25,288.80	36.70 %
<b>Total PROGRAMS</b>	<b>20,007.12</b>	<b>56,380.00</b>	<b>-36,372.88</b>	<b>35.49 %</b>
<b>STAFF</b>				
ADMINISTRATIVE STAFF	66,942.37	106,403.40	-39,461.03	62.91 %
MINISTER	98,203.95	147,536.60	-49,332.65	66.56 %
MINISTERIAL INTERN	8,879.44	13,584.58	-4,705.14	65.36 %
PROGRAM STAFF	71,258.61	110,949.50	-39,690.89	64.23 %
<b>Total STAFF</b>	<b>245,284.37</b>	<b>378,474.08</b>	<b>-133,189.71</b>	<b>64.81 %</b>
<b>Total EXPENSES</b>	<b>384,797.32</b>	<b>594,374.08</b>	<b>-209,576.76</b>	<b>64.74 %</b>
Uncategorized Expense	37.50		37.50	
<b>Total Expenditures</b>	<b>\$384,834.82</b>	<b>\$594,374.08</b>	<b>\$ -209,539.26</b>	<b>64.75 %</b>
<b>NET OPERATING REVENUE</b>	<b>\$41,249.74</b>	<b>\$ -327.08</b>	<b>\$41,576.82</b>	<b>-12,611.51 %</b>
<b>NET REVENUE</b>	<b>\$41,249.74</b>	<b>\$ -327.08</b>	<b>\$41,576.82</b>	<b>-12,611.51 %</b>