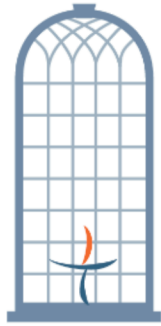


INVESTING IN OUR VISION



1826

2026

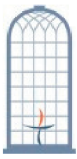
OPENING HEARTS, OPENING MINDS,
OPENING DOORS FOR ANOTHER 200 YEARS

Unitarian
Universalist
Church of
Nashua

**CAPITAL
CAMPAIGN**

2023-2026

58 LOWELL ST.
NASHUA, NH 03064
www.uunashua.org



INVESTING IN OUR VISION

Opening Hearts, Opening Minds, Opening Doors for another 200 years

Almost two centuries ago, the founders of our congregation shared a dream. Where others saw a wooded hill, they saw a stately Greek-revival church and a gathering place for a community increasingly interested in Unitarianism. On September 11, 1826, eighty-seven people signed an agreement, the foundation of our existence, to form The First Unitarian Congregational Society of Dunstable.¹

The purchase of pews by local influential families of what was then known as Dunstable, served as our first system of raising funds. Generations of subsequent stewards have maintained a continuum of care and given considerable investment to our holy communal space up to the present day.

In our first one hundred years, the pulpit was relocated from the south end of the sanctuary to where it sits today. Pews, once boxed, have been opened and rearranged. In 1924, the Sanctuary building went through significant renovations including the addition of electricity and moving the building several feet eastward to make space for a Parish House.

The 1929 completion of the Parish House brought new possibilities to host gatherings in an auditorium and meeting rooms with service from the newly-installed kitchen. In the mid-twentieth century, a chapel, offices, and school facilities were built to the east as part of the White Wing. For two centuries our campus has been of service to the greater Nashua community as a church, a school, a meeting house, a lecture hall, a theater, and home to many other types of events and groups.



In 2017, recognizing that the dawn of another centennial approaches, our congregation began to discuss a dream of our own. Our Board of Trustees collected over 1,000 ideas, suggestions, and feedback from these conversations.

Through countless hours of dialog and collaboration, we created a set of statements to ground our work: our Core Values, Mission, and Ends. The Core Values are the things we want to embody in everything we do as a congregation. The Mission is a statement about our purpose - who we are, and what we do together. The Ends describe the vision of what we want to achieve as a collective church body.

Together they answer the question: If we are living our values and our mission as fully as possible, *what would that look like and who would we be?*

Our next step was to assess where we are today in progressing toward realizing and embodying these aspirations. One of our conclusions was that as a disparate campus built over two centuries it is difficult to be the welcoming community of faith that we made it our mission to be. We needed to further define what our goals and priorities for our campus could be.



A message from our Minister

Over the past decade, you, the members and friends of UU Nashua, have done deep, thoughtful work considering who you are and who you want to be. We have spent countless hours dreaming together, creating a clear and powerful vision. We want to be a beacon of welcoming, a place where every person knows that they are worthy of love even before they enter our doors. We want to be inclusive, a place where a diversity of people can find a spiritual home. We want to put our love into action, embodying our care for others and care for the earth in everything we do.

We are on the brink of a historic moment in UU Nashua's history. As we approach our 200th anniversary, we are planning to make significant changes to our church campus to better fulfill our mission today and into the future. With this ambitious project, we are creating our legacy. Just as we talk about the founders of this church, and those who led the congregation through big changes in the past, someday future members of this congregation will be talking about us. I hope, when they do, that they look back and see us making bold, courageous choices, investing deeply in this congregation that we love, and laying a strong foundation for the next 200 years.

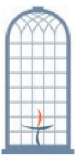
This is a once-in-a-generation opportunity - to invest in UU Nashua in a way that says our worship, our programs, our work for justice, and our beloved community are the best investment any of us can make for ourselves and for our world.

As we embark on this Combined Campaign, "Investing in our Vision," I hope you will consider carefully how you might invest in the present and future of this congregation. We can make our vision a reality, but we need everyone to be a part of it. I hope you find in these pages the inspiration to dig deep, to give generously, and to invest with love.

Blessings,
Rev. Allison

In the Fall of 2019, we formed the Building Our Vision (BOV) team. This group conducted outreach and organized discussions to create our Church Campus Vision Statement, which was approved by the congregation in November 2020. The Church Campus Vision Statement emphasizes being a welcoming community, removing obstacles to entering and using the space, safety to all that pass through, flexibility for a diversity of uses and changing needs, being good stewards of the earth, the effective use of technology, and honoring the heritage of our past and our future.

The BOV team requested proposals from several architectural firms, and selected Dennis Mires, P.A., a group with a successful track record of working with other churches and local non-profit organizations. The firm worked with many church members to define priorities, create a wide range of designs, and organize the proposed changes into three tiers for congregational consideration. On November 20, 2022, we approved the 'Visionary Plan' with 89% of the vote.



UUCN Values, Mission and Ends

VALUES

Wonder

Authentic connection

Courageous community

Love in action

MISSION

We are a welcoming community of faith, inspiring lives of wonder, generosity, and courage, serving the world through love in action.

ENDS STATEMENTS

We create brave space for all ages where we:

- Know our authentic Unitarian Universalist faith identity, teach it to our children, share it with others, and live it in the world.
- Develop meaningful spiritual practices that connect us to wonder.
- Ask for and receive care, support, and connection in times of struggle, joy, and transition.
- Grow leaders who serve the needs of our congregation and our community with faith, resilience, and courage.
- Steward our congregational community with our time, talent, and money.
- Participate actively in our larger Unitarian Universalist community.
- Understand systems of oppression and privilege and work to dismantle them within ourselves, our congregation, our community, and the larger world.
- Work in deep partnership to advance justice and heal our community and our world.

A message from our Board

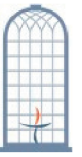
In 2017, the Board of Trustees began considering how our church could support future generations. What changes would be needed and should be planned for over the next 5, 10, 15, and 25 years. Recognizing these are big questions with broad answers and long-lasting impact, the Board reached out to our congregation for input. After countless hours and many thoughtful conversations, the Long Range Planning Committee drafted a set of common themes that helped drive the next steps of this visioning process. Together we created substantive answers to the questions of who we are today and who we hope to be in the future.

As you've read in these pages, in November of 2022, this congregation voted on our Visionary plan. This plan was the more ambitious of the three options, the one we feel truly speaks to who we are as a congregation. We are a congregation that takes bold steps to live out our mission.

Church leadership has thought carefully about how best to navigate this process. We are thrilled to be supporting this Capital Campaign. This plan is an authentic manifestation of our mission, values, and ends. For us to be the welcoming congregation that we know ourselves to be, we must invest for the future. No longer can we be complacent and accept the flaws as they are – the time to make change is now. Today is a pivotal moment in our history as a congregation. We are the ones who must commit to making it a reality. The Board encourages you to give generously to the best of your abilities. The gifts of your time, talent, and money will leave an impact far greater than we can imagine. Please join us as we build our new future together.

Yours in faith,
The Board of Trustees





Our Church Campus Vision Statement

We are a welcoming community of faith that works to dismantle oppression and privilege within our congregation by removing obstacles to entering and using our campus.

To this end, our campus is accessible to all by including the elements needed for our programs and services to meet various accessibility needs

Our campus provides a clear welcome, offering a sense of warmth, belonging, acceptance, and safety to all who pass by or enter our spaces.

In our worship spaces we balance honoring our past with the flexibility needed for the diverse use and changing needs of our modern church, while inspiring wonder, authentic connection, courageous community, and love in action.

We are good stewards of the Earth, helping to combat climate change by working to limit our use of energy, using sustainable materials, and striving to attain carbon neutrality.

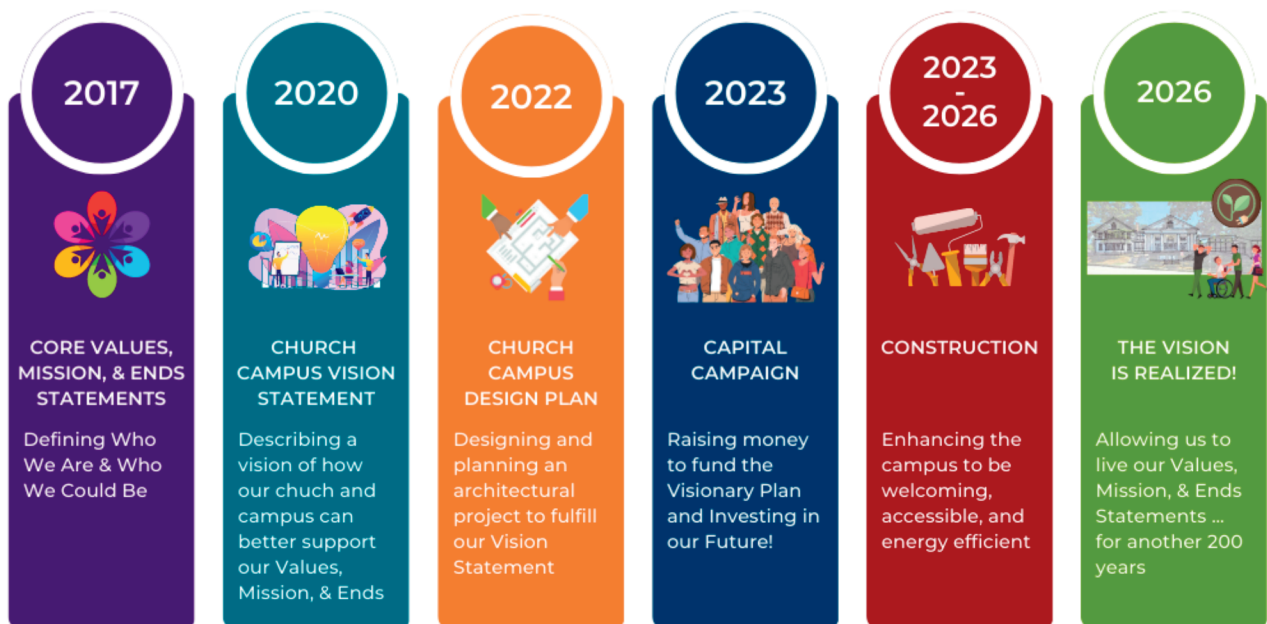
We effectively use technology to provide better access, enable many forms of communication throughout and beyond our buildings, and allow for greater flexibility for all. We have appropriate physical systems to efficiently do the work of our mission.

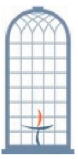
In order to know our authentic UU Nashua identity, we honor those who helped create our story while embracing change in ourselves as we serve as stewards for our future. We honor the heritage of our campus, which serves as a visible connection to our past and our future.

INVESTING IN OUR VISION

GIVE GENEROUSLY TO THE CAPITAL CAMPAIGN TO ALLOW US TO LIVE OUR CORE VALUES, MISSION, & ENDS STATEMENTS.

Our future depends upon the generous gifts from our congregation!





THE VISIONARY PLAN

The goals of this plan fall into three categories:

Making our Building More Welcoming and Accessible:

Our only handicap-accessible entrance is from behind the church and by way of a hard-to-find one-way street. Our narrow and crowded hallways make it difficult for wheelchairs to access the sanctuary. Our time-worn granite stairs are uneven and slope awkwardly down.

The addition of a clear front entrance and vestibule will help newcomers find us. All visitors will be able to travel in from either side of the building on level stairs or along ADA-compliant graded walkways with wide doorways to welcome them.

The changes to our street face will honor our beautiful buildings while adding a contemporary update. Building the new entryway and making changes to the sanctuary's front (chancel) will provide full access for those with mobility challenges. The use of interchangeable risers and platforms will give us greater choices in how we celebrate together.

Making our building as welcoming as the people inside

- a. New front entryway that reduces newcomer confusion and prioritizes accessibility
- b. Changes to the chancel at the front of the Sanctuary so everyone can participate
- c. Ground changes to direct traffic to the new entryway and improve access for all

Cost estimated at \$550K

Adapting our Space for Better Transit Paths:

As people arrive for services, we often get traffic jams at the back making it hard for greeters to welcome newcomers and pass along information. Frequently during Sunday services, there are many people discreetly at work - hosts making preparations for Fellowship Hour after service and volunteers in our Faith Formation program often have to either cut through the sanctuary or go around outside to retrieve something or someone from the other side of the building.

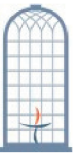
In exceptionally wet times of year, runoff from the Parish House and sanctuary combine to form a 'swimming pool' in the closed courtyard between the two buildings. Sometimes falling snow and ice have broken windows in the sanctuary.

Expanding our sanctuary's lobby will create an open and spacious arrival area before entering into worship. It will also make it possible to pass inside from one part of our building to another without the disruption of entering the sanctuary. Persistent drainage problems between the sanctuary and the Parish House will be resolved by a new skylit connector which will continue to allow natural light to reach the dining room and Sanctuary windows.

Creating Easy to Follow Transit Paths

- a. New front entrance with double-wide doors, level stairs, and ramps
- b. Expanded gathering space in the lobby entrance to the Sanctuary
- c. A new skylit connector between the Sanctuary and Parish House buildings
- d. Additional door to quietly move from Sanctuary Lobby into Parish House

Cost estimated at \$550K



Greening our Church and Systems:

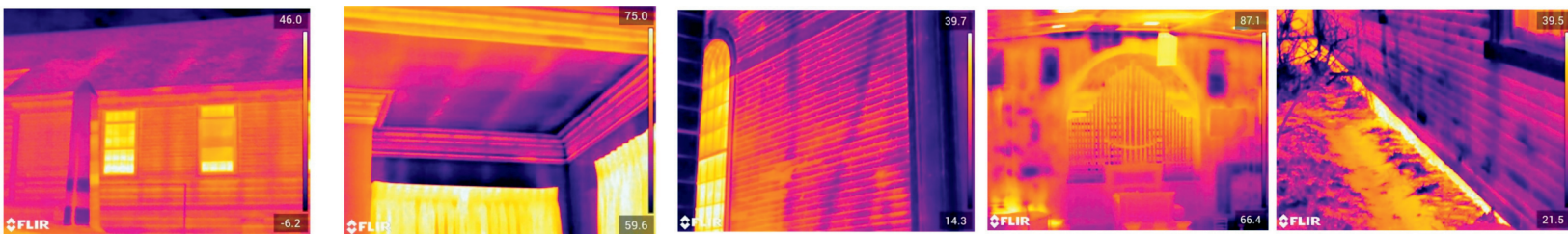
Our big gorgeous windows are comprised of single-pane glass. A lack of air conditioning means some congregants cannot visit in the warmer months. Our boiler struggles to warm the sanctuary in wintertime, and the heat it does produce quickly dissipates through the thinly insulated walls, foundation, and roof. An audit done in March 2022 found the sanctuary and parish house have an insulation rating of R7 at best.

By making our church more environmentally friendly we will be living our values and serving as an example for others as we reduce our carbon footprint. We will also reduce our future energy and maintenance costs. Properly insulating and sealing key areas will raise our insulation rating to R60. Reliable heating and air conditioning will make our spaces more comfortable and functional in all seasons.

Greening our Church and Systems

- a. New energy efficient boiler for the Parish House and a non-carbon producing heat pump to provide heating and cooling to the sanctuary.
- b. Add wall/attic insulation to the Sanctuary & Parish House where there is almost none
- c. Window glass added to interior Sanctuary windows to increase efficiency and reduce noise
- d. Window updates/replacements in White Wing Building as budget allows

Cost estimated at \$1.1M



Heat loss images recorded on March 4, 2022 as part of the Envelope Audit conducted by Resilient Buildings Group, Inc. Yellow shows areas have little to no insulation with building framing visible through walls.

Financing these significant changes has been carefully considered and well-researched.

In December 2022, we hired a UU fundraising consultancy, Stewardship For US. The firm is experienced in capital campaigns of this magnitude and conducted a Financial Feasibility Study to help us understand how much money would be a realistic goal. Through confidential interviews with a representative cross-section of congregants, it was determined that a goal of \$2.2 million would be ambitious BUT achievable. Grants that focus on environmental and ADA compliance for historic buildings are also being applied for and pursued to earn supplemental funds.

Your charitable commitment over the course of the next three years will set us on a path to the future. Your generous investment will power the possibilities to improve our church and campus in much-needed ways.

The dream we dedicate ourselves to realizing today will define what our church can be to future generations. Together we will prepare our church and our community to open hearts, open minds, and open our doors for another 200 years.

TOTAL ESTIMATED COSTS \$2.2 million

- Making our Buildings More Welcoming: \$550K
- Creating Easy Transit Paths: \$550K
- Greening our Church & Systems: \$1.1M



View from the street with new steps and new front entryway

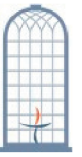
New weather-sealed skylit connector between Sanctuary and Parish House



Walking up new accessible walkway to new entry



New entryway from the inside



New door added for access to Parish House

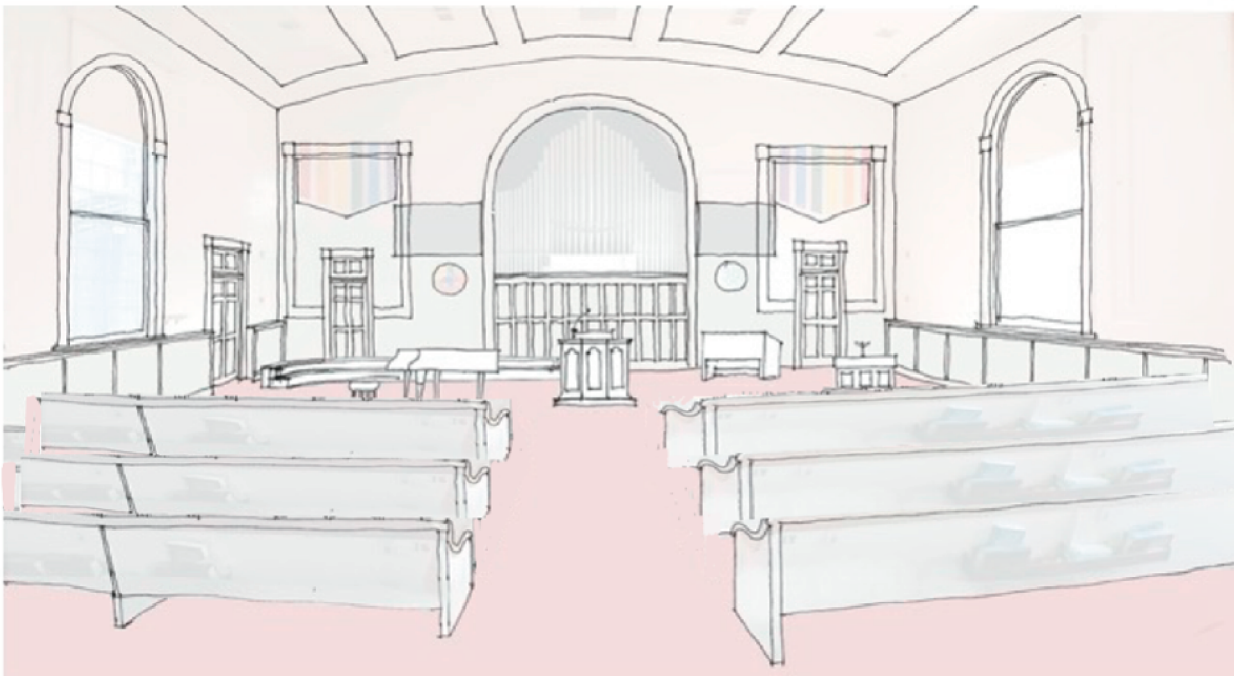


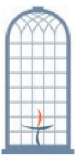
New larger Sanctuary Lobby with doors to Sanctuary and Parish Hall

View toward larger lobby from inside the Sanctuary



Sanctuary view towards front showing original pews and lowered accessible chancel with positionable risers





INVESTING IN OUR VISION

A Capital Campaign Has Certain Features Distinguishing It From Annual Giving

- It is in response to a matter of SIGNIFICANT need, and therefore takes place ONLY when necessary.
- It is OVER AND ABOVE annual giving.
- It seeks much LARGER AMOUNTS of money than a planned budget can meet.
- It invests its returns in LONG TERM IMPROVEMENTS not year-to-year expenses.
- It schedules payments over a LONGER PERIOD of time; donors select a giving plan convenient for them.
- It requires a PLANNED and INSPIRATIONAL effort, often involving gifts of annuities, real estate, trusts, life insurance, IRAs, securities, or other assets. Through it, many individuals come to realize the joy of deepening their faith and commitment to the church.

Our Expectations

- 100% Participation from our members and friends. Although we cannot all give equal amounts, we can all make our own commitments to Investing in our Vision.
- Pledges and gifts are made over a 36-month period following the church’s fiscal calendar of July 2023 – June 2026. *Pledges for this capital campaign are in addition to those made to our annual operating fund.*
- Capital campaign commitments and gifts are made in an amount significantly greater than your annual pledge.
- **Please do not lower your annual pledge** to make a larger capital campaign donation. It is still important for our church to be able to forecast and operate on our annual budget.
- All gifts are important and appreciated, no matter the amount.

Make a written commitment today— you have three years to make payments toward fulfilling your gift.

Here are some ideas about how to pay for your commitment...

Send your commitment directly to the church by check. We would be happy to accept checks monthly, yearly, or as a lump sum, whatever works best for your situation.

Divide your commitment into 36 online payments which the church can charge to your Visa or MasterCard monthly.

Donate stocks or other assets. If you donate stocks directly, you may not have to pay income tax on any capital gains that might have accrued.

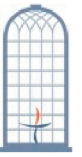
For those over 72 and who have money in an IRA, you might consider a Qualified Charitable Distribution (QCD) from your IRA. A QCD can have some tax advantages, which you should discuss with a professional.

Ask your Visiting Steward for details on each of these options.

UUCN is a charitable nonprofit and gifts are generally tax deductible— please check with your tax adviser to make sure.

This gift chart shows how we anticipate reaching a total of \$2.2 million. As you can see, EVERY gift is a critical step towards our goal.

Gift Range	# of Gifts	Total
Major Gifts:		
\$400,000	1	\$400,000
\$100,000 to \$199,999	2	\$250,000
\$75,000 to \$99,999	2	\$150,000
\$50,000 to \$74,999	3	\$186,000
\$40,000 to \$49,999	3	\$135,000
\$30,000 to \$39,999	5	\$175,000
\$20,000 to \$29,999	6	\$150,000
Subtotal Major Gifts	22	\$1,446,000
General Gifts:		
\$15,000 to \$19,999	8	\$150,000
\$10,000 to \$14,999	12	\$150,000
\$7,500 to \$9,999	17	\$136,000
\$5,000 to \$7,499	20	\$125,000
\$1,000 to \$4,999	70	\$177,000
Less than \$1,000	many	\$16,000
Subtotal General Gifts	127	\$754,000
Grand Total	149	\$2,200,000



How do I decide on my gift?

There are members in every congregation who can give large, “lead” or “anchor” gifts in the tens of thousands of dollars. We are lucky to have these generous people as members of our congregation. We also know that 80% of the congregation cannot give in this way. It's possible that many will be “stretching” a bit with their commitment.

All gifts are important and appreciated, no matter the amount. Your promise should be one you are proud to fulfill. We welcome our community to give what they can; we share these real stories from other UU capital campaigns to show what’s possible when we come together for a major campaign.

Capital Gift Amount	3 years		
	3 Annual payments of:	12 Quarterly payments of:	36 Monthly payments of:
\$100,000	\$33,333	\$8,333	\$2778
\$75,000	\$25,000	\$6,333	\$2,083
\$50,000	\$16,667	\$4,167	\$1,389
\$30,000	\$10,000	\$2,500	\$833
\$25,000	\$8,333	\$2,083	\$695
\$15,000	\$5,000	\$1,250	\$417
\$10,000	\$3,334	\$834	\$278
\$7,500	\$2,500	\$625	\$209
\$5,000	\$1,667	\$417	\$139
\$2,500	\$834	\$209	\$70
\$1,000	\$333	\$84	\$28
\$500	\$167	\$42	\$14

Remodeling – One family saved several hundred dollars a month for five years to remodel their kitchen. It occurred to them that if they could save \$500 a month for the past few years, why not defer the kitchen project, and give the saved amount -- \$30,000 -- to the capital campaign, and start saving once again for the kitchen. They figured they could do the kitchen any time but contribute to this campaign only now.

Advance on Inheritance – A young couple surprised their visiting steward by making a \$20,000 gift. Their UU church had come to mean an enormous amount to them, which they regularly mentioned to their friends and family. When their church began a capital campaign, the couple had little to contribute of their own but one set of their parents offered an advance on the couple's inheritance in order to show support during this once-in-a-generation event.

Car Loan or Lease Payments – We had a number of people who were scheduled to complete car payments or student loan payments in the first year of the capital campaign. Often they decide to simply roll over that expense, which is already in their budget, to the capital campaign for the next 3 years. Similarly, we heard of a few people who were about to purchase or lease a new car and had made room to do so in their budget, and they decided to defer the new car to put those resources to work in the capital campaign.

Shifting Funds from Estate Plans – Church members who include the church in their estate plans might consider giving some or all of that money now instead. Giving today means getting the chance to enjoy the benefits of sharing your legacy early.

The Unitarian Universalist Church of Nashua offers deep appreciation and gratitude to the many individuals who have given generously of their time over the years. Together we have reached a truly momentous occasion in our history. Some of the individuals we wish to thank include:

BOARD OF TRUSTEES

Brenna Woods, President
Lindsey Hedrick, Vice President
Cecile Bonvouloir, Treasurer
Jodie K. Holway, Clerk
Victoria Agnew, Board Member-at-Large
Burns Fisher, Board Member-at-Large
Anne Smith, Board Member-at-Large
Robin Trudel, Board Member-at-Large

BUILDING OUR VISION TEAM

Frank Grossman
Jon Lasselle
Rick Spitz
Lindsey Sylvester
Jess Woods

CAPITAL CAMPAIGN TEAM

Amanda Banner	Allyson Jutras
Jim Bonvouloir	Kenna McLeod
Ellen Fisher	Karen Murray
Matt Girouard	David Price
Bryan Herring	Harry Purkhiser
Tiffany Holmes	Kim Steele
Donna LaRue	Joyce Trudel

UUCN MINISTRY & STAFF

Reverend Allison Palm
Caro Barschow, Ministerial Intern
Sadie Kahn-Greene, Director of Faith Formation
Jed Holland, Music Director
Ericka LaValley, Church Administrator
Mark Connolly, Sexton
Lori Bonnette, Bookkeeper

www.uunashua.org