

# Congregational Review Draft Minutes: FY 2023-24

## Annual Meeting

Unitarian-Universalist Church of Nashua

June 2, 2024

**Internal Draft of the Minutes** by Karen Murray, Clerk of the Board of Trustees

**Initial review requested from speakers is complete.**

This draft:

**Draft review to Congregation:** Comment period of 60 days, due by **Saturday September 7th.**

Minutes:

This Annual Meeting is being held as a hybrid option due to the Covid-19 pandemic. Consistent with the by-laws, and as approved by the Board of Trustees in May, the Annual meeting is being held in Nashua, as documented by the President of the church chairing from the UUCN pulpit, and Rev. Allison Palm hosting the meeting in Nashua, using UUCN's Zoom account.

Time	Agenda Item	Presenter
11:30-12:00	<b>Registration of Voting Members in Zoom and in person</b> Video for Zoom voting with begin at 11:45	Karen Murray, <i>Clerk</i>
12:00	<b>Call to Order</b> <ul style="list-style-type: none"><li>Certification of Quorum (<i>Clerk</i>)</li></ul> Karen Murray (clerk) certified that we have met a quorum. The 20% quorum was 50 of 249. At 12:05pm we reached the quorum having 73 voting members registered. This includes online members in zoom, and in person members. <ul style="list-style-type: none"><li>Reading of Purposes from the Articles of Agreement</li></ul>	Lindsey Hedrick, <i>President</i>
12:05	<b>Explanation of Meeting Logistics</b> <ul style="list-style-type: none"><li>Being recognized to speak; voting; getting help</li><li>Practice vote</li></ul> Just for practice: Lindsey asks a question, "If you clean a vacuum, are you a vacuum cleaner?" Burns Fisher makes a motion that you ARE a vacuum cleaner. Second by Marissa Volpe. Mock vote passed with a confirmation that if you clean a vacuum you are then a vacuum cleaner.	Lindsey Hedrick, <i>President</i>
12:10	<b>Chalice Lighting</b>	Burns Fisher, <i>VP</i>
12:15	<b>In Memoriam</b> The following members were remembered by Rev. Allison Palm Peter Donahue	Rev. Allison Palm

	<p>Eileen Herring  John Herring  Murielle Leonard  Jim McCormick  Sarah Murphy  Paula Super</p>	
12:20	<p><b>Consent Agenda</b></p> <p><b>Harry Purkhiser has been nominated as the parliamentarian of the meeting. This does not need a vote.</b></p> <p>A <b>motion</b> to accept the minutes of the annual meeting of 2022-2023 <a href="#">LINK to 2023 Minutes</a> as presented by the Clerk and accepts and places on file the reports of the following This also includes the team and committee reports.</p> <ol style="list-style-type: none"> <li>1. Leadership Reports: <ol style="list-style-type: none"> <li>a. Clerk's Report, Minister's Report, President's Report</li> </ol> </li> <li>2. Committee Reports: <p>(committees report to the Board of Trustees or Congregation)</p> <ol style="list-style-type: none"> <li>a. Cemetery Trustees, Financial Records Review, Invested Funds Committee, Nominating Team, Internship Committee</li> </ol> </li> <li>3. Team Reports: <p>(teams report to the Executive Director or a staff member)</p> <ol style="list-style-type: none"> <li>a. Children's Winter Garden with White Wing School, Faith Formation, Music, Pastoral Care, Property, Stewardship, Social Justice, and Worship Associates</li> </ol> </li> </ol> <p>Motion was made by Joyce Trudel to accept the minutes  Second by Dave Hudson,  Approved Motion passes, considering both in person and online votes.</p>	Lindsey Hedrick
12:25	<p><b>Values and Mission of the UU Church of Nashua</b>  Values and the mission were recited.  Wonder, Authentic Connection, Courageous Community, Love in Action</p> <p>Mission:  We are a welcoming community of faith,  inspiring lives of wonder, generosity, and courage,  serving the world  through love in action.</p>	<i>In Unison</i>

12:30	<p><b>President's Report</b></p> <p>President Lindsey Hedrick presented their report.</p> <p>See full report here→ <a href="#">President's Report</a></p> <p>A few highlights from the meeting:</p> <p>Thanks and reflection about how the board contained a lot of new people. We adjusted to our new world of trying to return back to normal. They felt that we were becoming into our new normal and found ways to work together.</p> <p>This year we had two sub committees:</p> <p>Cemetery Subcommittee to explore better ways of working and determining how we fit together.</p> <p>Financial Sub Committee - One role of the sub team was to create a Job description for Rev. Allison. Having a job description will help facilitate a ministerial review process. Then pivoted to looking at how we review our finances which led to a Financial Review Policy. Also discussed was a review of the Financial Records Review Committee's purpose. No changes made, will be considered in the 2024/25 church year. It is noted that if we are to make any updates they will have to include bylaw changes, but work to still be done.</p> <p>Lindsey shared a self reflection on making the decision to become President, not being sure about it. They shared a story about Jordan knocking off the microphone in the pulpit. Lindsey appreciates the grace, help and support as they became president. Thanks to the current board, Rev. Allison and the community for support. Thinking forward we will be out of our space for up to six months - what will that look like, what will we look like when we return to our sanctuary. We need to remind Lindsey next year that they said they would be looking forward to presenting in the new space.</p> <p>&lt;&lt;Please see complete report via link above&gt;&gt;</p>	Lindsey Hedrick
12:40	<p><b>Minister's Report</b></p> <p>Please see complete report here: <a href="#">Minister's Report</a></p> <p>A few highlights:</p> <p>9 years of shared ministry! After three years through covid, this year really felt like we were back. A year of fun, but also grief and loss. And sharing our UU identity.</p>	Rev. Allison Palm

What we have done to further our ends:

- BOV team
- Summer camping trip to Greenfield state park, seeing Barbie, in person auction, sang carols and cocoa, pizza and games in feb. Circle dinners aligned with kids pizza night.

Year marked by loss. Loss, but allowed us to come back together.

Rev. Allsion shared accomplishments that were linked to each of our Ends Statements:

Know our authentic Unitarian Universalist faith identity, teach it to our children, share it with others, and live it in the world.

- Owl - younger and older
- Switch it up Sunday
- Conversations Proposed changes to article 2 led by intern Erin Scott

Develop meaningful spiritual practices that connect us to wonder:

- Multi Platform worship
- Music enhanced by many instrumentalists
- Ritual to honor Elders

Ask for and receive care, support, and connection in times of struggle, joy, and transition.

- Pastoral care associates ran a service focused on interdependence
- Monthly caring circles
- End of life planning workshop

Grow leaders who serve the needs of our congregation and our community with faith, resilience, and courage.

- Leadership summit
- We welcomed several newer members into leadership this year, including as Worship Associates, Lead Greeters, on the Music Team, Stewardship Team and Social Justice Team, and in both children's and adult Faith Formation.

Steward our congregational community with our time, talent, and money.

- 60% of capital campaign money collected
- 8% increase in pledges during Stewardship campaign
- Auction, both online and in person, exceeding goal of \$10,000, 70 ppl for in person event

Participate actively in our larger Unitarian Universalist community

- 8 people at GA for last year, but 11 this year (online only GA)
- Youth Con



- OWL training from across US helped

Understand systems of oppression and privilege and work to dismantle them within ourselves, our congregation, our community, and the larger world.

- Campbell family story told during worship service
- Welcoming community “My Queer Faith” event with Kimayo, a musician from Dover, on April 6.

Work in deep partnership to advance justice and heal our community and our world.

- Packing for meals on wheels
- NH politics 101 held in April organized by Paige Beauchemin
- Overnight warming station run by the city

What’s Next:

Our Sexton Mark Connelly is retiring, so we are now hiring. The position will be split between two roles, one during the week and one for Sundays.

Construction on our campus updates is starting in July, so after July 7th we will worship in a new location. Temple Beth Abraham will be for summer, and our fall location is still to be determined.

To ensure these worship services run smoothly while we are out of our building, there will be formed Smooth Sunday Teams - 6 team members; currently signing up summer teams.



Gratitude:

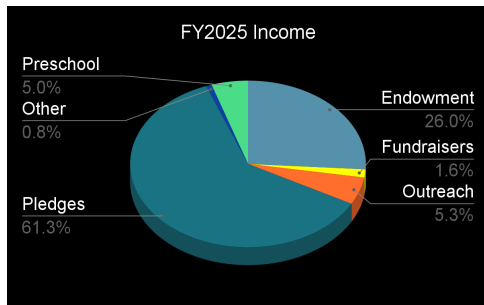
Thank you to the staff

Thank you to the Board

Thank you to the congregation

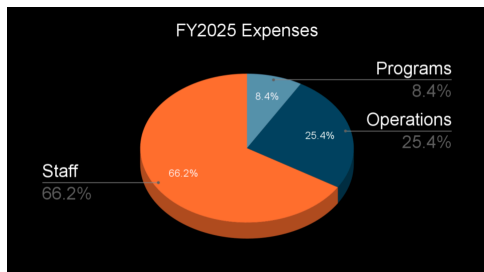


	 	
12:50	<b>Musical Interlude</b> Let it be a Dance Jed Holland on piano, accompanied by cello and drums	Jed Holland
12:55	<b>Financial Reports &amp; Budget</b>  <b>See the full report here→ <a href="#">FY24 Financial Report &amp; FY25 Proposed Budget</a></b>  <ul style="list-style-type: none"> <li>• Fiscal Year 2023-24 Summary</li> <li>• Proposed 2024-25 Budgets</li> </ul> <p>We will be voting on a program budget rather than a detailed line item budget. An overview of the budget was presented based on major categories. This is the budget we will be voting on, to allow for freedom to move small amounts of money between line items as needed. The detailed line item budget was provided for your reference, so we know the estimated expenses for the year to come, and where the larger numbers in the summary budget came from.</p> <p>Review of the 2023-2024 budget. Final numbers do not come until August.</p> <p>Rejoice as Rev. Allison mentions that we will replace the boiler! This means it would not be part of future operational costs.</p> <p>Review of the 2025 budget considerations and pie graphs. See link above for the table of expenses budgeted:</p> <div data-bbox="245 1579 742 1856"> <p><b>FY 2025 Budget</b></p> <ul style="list-style-type: none"> <li>• Income: \$658,345</li> <li>• Requested Expenses: \$685,734</li> <li>• Budgeted Expenses: \$658,292</li> </ul> </div>	Rev. Allison Palm



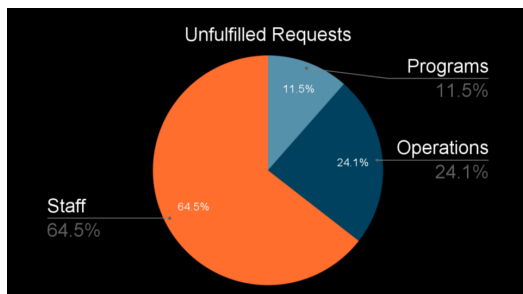
### FY 2025 Budget - Income

- Changes from last year:
  - \$28,360 more in pledges
  - \$775 more in endowment
  - \$2500 more in fundraisers
  - \$3000 less in user fees
  - \$1000 less Cemetery contribution

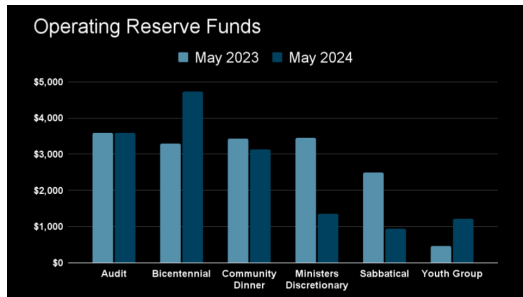


### FY 2024 Budget - Expenses

- Changes from last year:
  - \$2175 more in Programs
  - \$3101 less in Operations
  - \$28,537 more in Staff

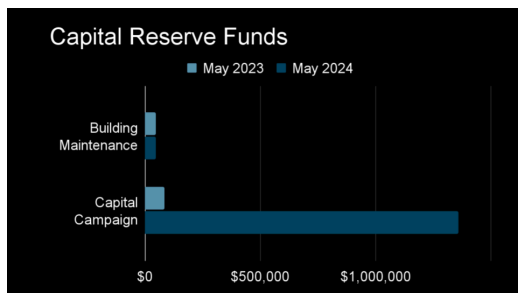


Reserve funds: Rev. Allison explain the purpose of each fund and showed the allocation:



- Moving funds from Audit fund to Bicentennial fund
- Have used the Bicentennial fund to get started with BOV work and will be used to help us as we have to pay rent for a new place

For the Capital Reserve Funds we have made great progress in collecting. The fund will soon be spent for the work on the campus.



**MOTION** to Accept the budget as presented by Rev. Allison  
**MOVED** by Brenna Woods, **SECONDED** by Carol Houde, All approve unanimously in person and on zoom. Motion passes.

1:10

### Building Our Vision Team Update

Please see complete report here → [Building our Vision](#)

This year the focus was on the design phase of the project. Now the team consists of Bob Barry, Ellen Fisher, Emma Rearick, Rev. Allison, Victoria Agnew, Frank Grossman, and Jon Lasalle.

The team met with architects regularly to talk about each part of the building areas. Frequency of meeting increased to weekly with architects to foster faster communication. Lemon street, sanctuary and white wing lots were consolidated into one.

Emma explained that there are three task forces focused: Oak tree, organ, sanctuary.

Jan 21st presentation had the draft designs, May 19th 2nd review with input considered.

BoV Team  
 Emma Rearick

Applied to the historic society. April meeting to present design. They had feedback about the front of the building. Follow up presentation will be June 10th

An informal poll was delivered by Emma to ask opinion regarding where the viewing screens should be. The choices were in the middle, or one on each side of the organ areas. (Results were not shared during the meeting as the poll was left open)



Here are a few more pictures from the PPT shared:



1:35

### **Nominating Committee Report & Elections**

Jess Woods presented the slate of nominees.

Nominating Committee: Re-nomination of Peggy Cardone

Officers: Remominating Burns Fisher for Vice President

Members at Large: Renomiating Robin Trudel, and Cecile Bonvouloir, New:

Amanda Banner

Financial Records Review: no changes

Jess Woods

	<p>Cemetery Association - Renominating Kevin Murray, new members Krista Earley, Kim Steele, Harry Purkhiser (to complete a vacancy)</p> <p>Brought to a vote by Jess Woods to approve. Vote to approve slate unanimously passes.</p>	
1:45	<p><b>Closing the Meeting</b></p> <ul style="list-style-type: none"> <li>• Adjourn - <b>Motion</b> made by Peggy Cardone to adjourn, with a <b>second</b> by Joyce Trudel. All unanimously <b>approve</b>, motion passes.</li> <li>• Chalice Extinguishing</li> <li>• Peace &amp; Joy</li> </ul>	

### Evolving Covenant of Right Relationships

Our church is a unique community where we aspire to personal and spiritual growth, and to learning new ways of being in relation to one another. Mindful of your inherent worth and dignity, I do covenant to: bring my best self to this place; listen intently; speak honestly and thoughtfully; trust in your good intentions and recognize that my actions and words have an impact regardless of my intentions; and when I fall out of covenant, I will ask for help and be open to loving guidance to restore my relationship with you.