

Minutes for FY 2024-25 Annual Meeting

Unitarian-Universalist Church of Nashua held at Rivier University

June 1, 2025

Version edited by members involved in the service, being sent for congregational review.

Note from Clerk - For questions or suggested updates please email Karen Murray at clerk@uunashua.org

Time	Agenda Item	Presenter
11:30-12:00	Registration of Voting Members in Zoom and in person	Karen Murray, <i>Clerk</i>
12:00	Call to Order <ul style="list-style-type: none">• Certification of Quorum (<i>Clerk</i>)<ul style="list-style-type: none">◦ Karen Murray certified that a quorum was reached• Reading of Purposes from the Articles of Agreement	Lindsey Hedrick, <i>President</i>
12:05	Explanation of Meeting Logistics <ul style="list-style-type: none">• Being recognized to speak; voting; getting help• Practice vote<ul style="list-style-type: none">◦ Burns made a motion that purple is an autumnal color, it was seconded. Motion passed.	Lindsey Hedrick, <i>President</i>
12:10	Chalice Lighting Burns Fisher led the chalice lighting, Erik Walker Wikstrom	Burns Fisher, <i>VP</i>
12:15	In Memoriam led by Rev. Allison Palm A moment to remember members and friends who have died this year: <i>Susan Sanders</i> <i>Gail Sampson</i> <i>Karen Fitzpatrick</i> <i>John Burkitt</i>	Rev. Allison Palm
12:20	Consent Agenda Lindsey noted that today Harry Purkhiser is parliamentarian. This did not require a vote. A motion to accept the consent agenda was made by Kathy Grossman, seconded by David Hudson. No discussion. Lindsey asked for the vote, and the overwhelming vote was yes. The motion passed.	Lindsey Hedrick
12:25	Values and Mission of the UU Church of Nashua The congregation members recited our values and mission <i>Wonder</i>	<i>In Unison</i>

	<p><i>Authentic connection</i> <i>Courageous community</i> <i>Love in action</i> <i>Mission: We are a welcoming community of faith, inspiring lives of wonder, generosity, and courage, serving the world through love in action.</i></p>	
12:30	<p>President’s Report</p> <p>Link to the full report: President’s Report</p> <p>A few highlights from Lindsey:</p> <p>Acknowledgment of Board Members: A heartfelt thank you to Victoria Agnew and Burns Fisher for their service, with Victoria completing six years and Burns four years as a member at large and two years as vice president.</p> <p>Construction Progress: The ongoing construction project aims to transform the building to be more energy-efficient, accessible, and welcoming, while the congregation is still in temporary locations like Temple Beth Abraham and Rivier University.</p> <p>Window of Opportunity Challenge: A significant \$400,000 deficit was identified due to a 17% shortfall in project estimates. A donor committed to a gift to contribute to new windows if the congregation could match that. The congregation surpassed the fundraising goal, enabling the replacement of windows in the Parish House and White Wing.</p> <p>Revamped Ministerial Review Process: The Board updated the survey for Reverend Allison’s annual review to a more user-friendly format, aiming to gather qualitative data for future evaluations.</p> <ul style="list-style-type: none"> ● Restricted Fund: The Board closed and split the Deschamps fund, donating \$5,659 to the Oh So Beautiful Women's Reentry Initiative and another \$5,659 to the Children’s Law Center of NH, ensuring the funds are used effectively for their intended purposes. <p>Community Engagement: Despite being in temporary locations, new faces have joined the congregation, indicating a strong community presence and engagement during the transition period.</p>	Lindsey Hedrick
12:40	<p>Minister’s Report</p> <p>Link to full Minister’s Report: LINK</p> <p>Summary of the key points from the Minister's report:</p>	Rev. Allison Palm

- **10 Years of Shared Ministry:** This year marks a decade of shared ministry, characterized by adaptability as the congregation transitioned to various temporary locations due to construction.
- **Itinerant Church Experience:** The congregation held only one service in the sanctuary before relocating, utilizing spaces like Temple Beth Abraham and Rivier University, with staff and volunteers managing the logistics of moving and setting up repeatedly.
- **Boxes!!** Every Sunday meant bringing, unpacking, packing and delivering back boxes and boxes!



Rev. Allison shared the Ends statements with examples of how we lived each out. Our Ends statements are listed here:

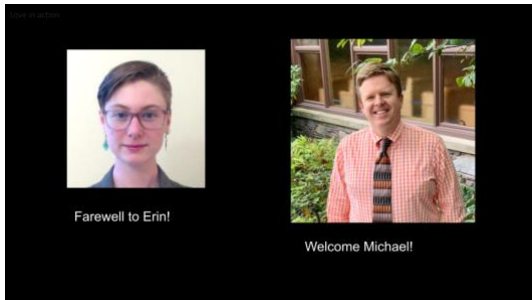
1. Know our authentic Unitarian Universalist faith identity
2. Develop meaningful spiritual practices that connect us to wonder
3. Ask for and receive care, support, and connection in times of struggle, joy, and transition
4. Grow leaders who serve the needs of our congregation and our community with faith, resilience, and courage
5. Steward our congregational community with our time, talent, and money
6. Participate actively in our larger Unitarian Universalist community
7. Understand systems of oppression and privilege and work to dismantle them
8. Work in deep partnership to advance justice and heal our community and our world

Examples of how we have lived these Ends:

- **Successful Fundraising:** The congregation raised \$445,000 in the Window of Opportunity Campaign, contributing to the overall \$2.3 million raised in 2023 for the construction project, enabling the replacement of windows in the Parish House and White Wing.

- **Engagement in Mission:** The congregation maintained its mission through various programs, achieving the highest average attendance in Faith Formation since 2018, with 74 children and teens participating.
- **Community and Justice Work:** The congregation continued its commitment to social justice, including the Racial Justice Working Group's Campbell Day of Action and partnerships with the Granite State Organizing Project and the New Hampshire Community Bail Fund, which helped bail out 532 people this year.

Interns: Rev. Allison also acknowledged our intern Erin Scott who is finishing her two years with us. We will welcome a new intern for the next two years, Michael Packard.



Gratitude and Acknowledgements: Rev. Allison expressed deep gratitude to staff, the Board of Trustees, and the congregation for their dedication, flexibility, and support throughout the year, emphasizing the importance of community in achieving our mission.

12:50

Building Our Vision (BOV) Team Update

Frank Grossman shared the updates on what has happened over the year in regards to the team and the construction progress.

Team members on the BOV include:

- Bob Barry
- Ellen Fisher
- Emma Rearick
- Rev. Allison Palm
- Victoria Agnew
- Frank Grossman
- Jon Lasselle

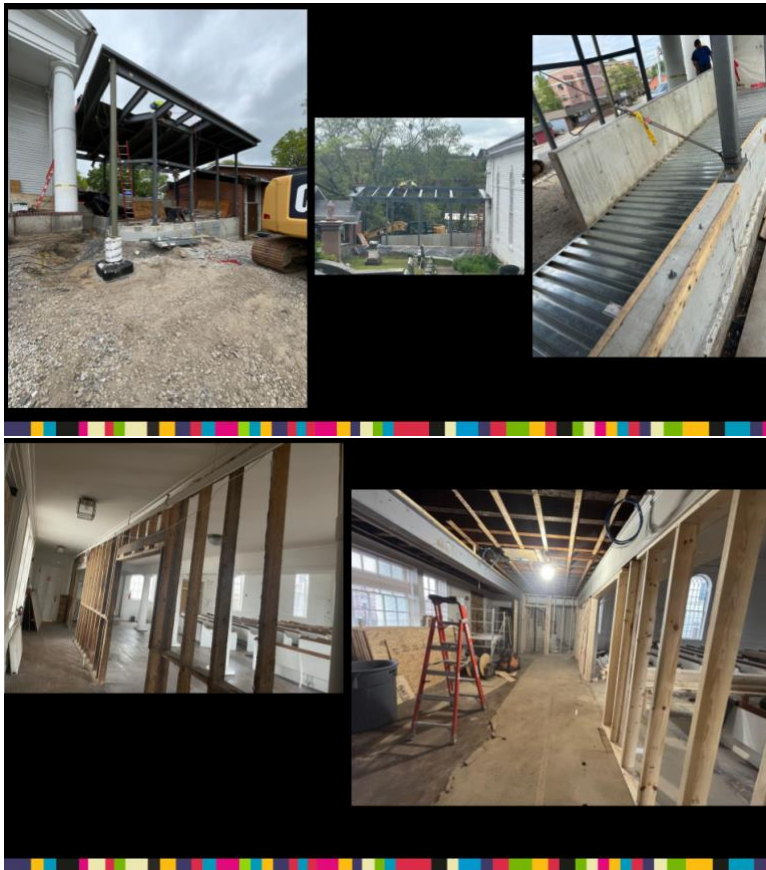
The BOV team updated the ways of working to allow more time for all the discussions that needed to happen along the way to make for efficient communication.

BoV Team

Pictures of the tree removal were shared. Frank thanked Rick Spitz and his son John for handling all the details with the wood. We also sawed off a large end piece of the tree, called a cookie, for us to use to show the history of the church over the years using the rings on the cookie.



Frank showed a “Fly Through” visual using 3D software. Here are some static pictures of the progress:





Rev. Allison reviewed the **construction budget status**. We have already collected \$2,115,500 of the pledged/projected income. We are also earning interest on the money in savings, which is great. Total expenses so far are \$983,093.39.

Income	Projected	Actuals to date		
CC/Window of Opportunity	\$2,764,156.00	\$2,115,500.46		
Window Donation	\$303,000.00			
Interest	\$35,000.00	\$46,415.46		
Total Income	\$3,102,156.00	\$2,161,915.92		
Expenses				
Architect contract	\$187,500.00	\$175,620.00		
Construction contract	\$2,687,694.00	\$790,537.72		
Contingency	\$103,336.00	\$16,935.67	expected additional expenses:	\$65,752.14
Furnishings & Fixtures	\$83,626.00			
Breeze Fees	\$5,000.00			
Interest on Endowment Loan	\$35,000.00			
Total Expenses	\$3,102,156.00	\$983,093.39		
Difference		\$1,178,822.53		

Volunteer Opportunities - Rev. Allison shared that there are volunteer opportunities that will come to help us get ready to move in. Contact the team if you are interested. One example was potentially making window coverings.

1:00

Musical Interlude Video of Sunday moving

Rev. Allison shared a fun video that showed all the effort it took each week to get all the supplies to Rivier for our Sunday services - the packing, moving, unpacking, packing, moving and then doing it all again the next week.

1:05

Financial Reports & Budget

Please see full report for full details: [LINK to FY 2024 Financial Report & Proposed FY 2025 Budget Summary](#)

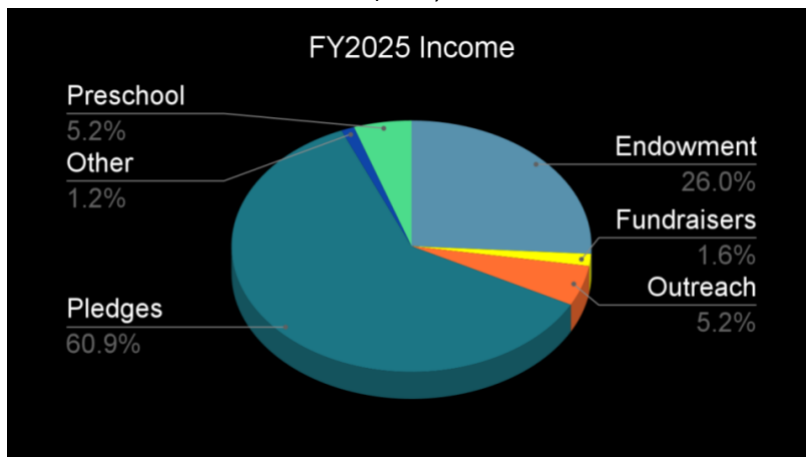
Rev. Allison reviewed the Fiscal Year 2024-25 Summary

Rev. Allison Palm

- Last year, we passed a balanced budget at our Annual Meeting. However, after the meeting, we realized that one expense line item had been added in twice. Once that error was corrected, we ended up with a budget that has a \$5757.96 projected surplus.
- The numbers in this report are as of May 12 which is approximately 86% through the fiscal year.

Proposed 2025-26 Budgets (for vote). As we did last year we will again be voting on a program budget rather than a detailed line item budget.

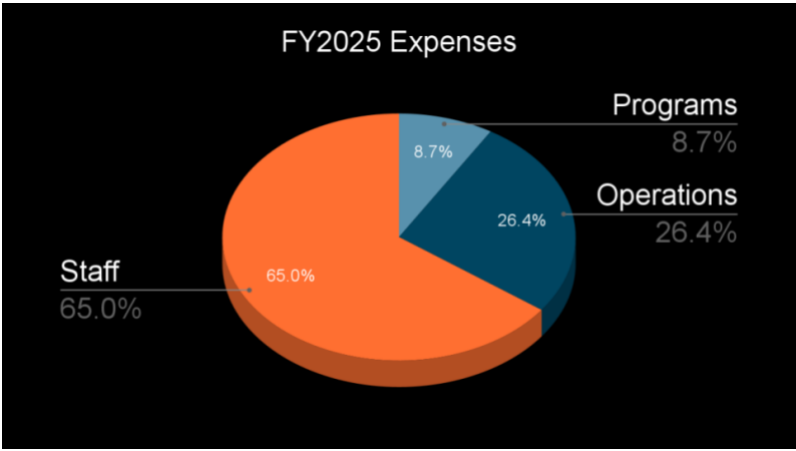
- Income - \$674,690
- Requested - \$698,594
- Balanced down to - \$674,690



FY 2026 Budget for Income changes:

FY 2026 Budget - Income

- Changes from last year:
 - \$7500 more in pledges
 - \$3845 more in endowment
 - \$3000 more in user fees
 - \$2000 more in Preschool Contribution



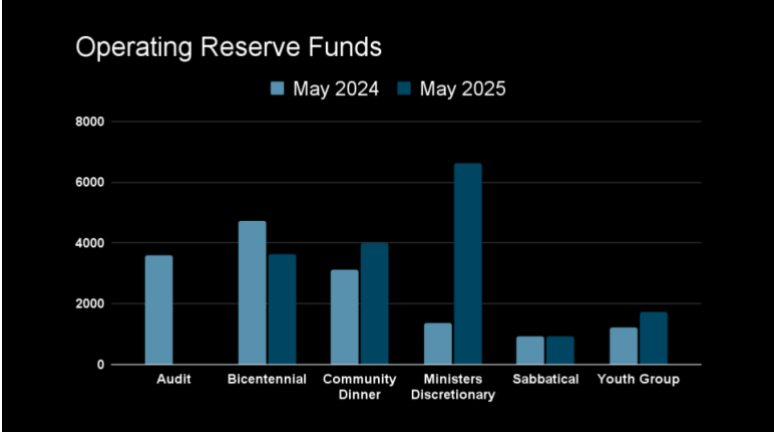
FY 2026 Budget - Expenses

- Changes from last year:
 - \$3250 more in Programs
 - \$10,671 more in Operations
 - \$8180 more in Staff

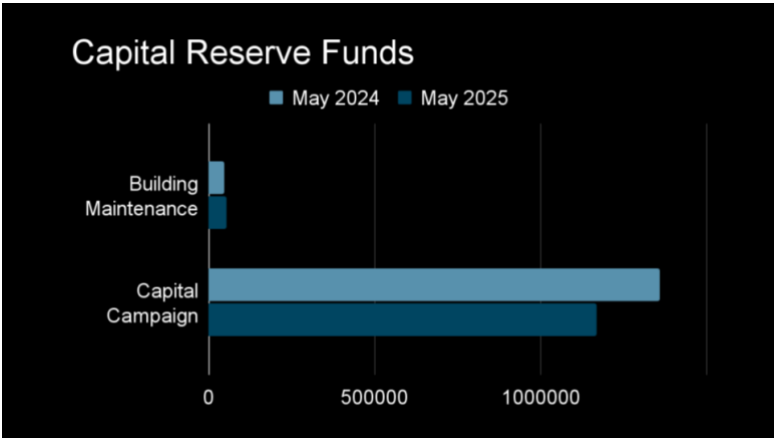
Rev. Allison explained that the unfulfilled requests were percentage wise over 90% for staff, and explained that is due to staff representing a large portion of our budget.

In summary: The proposed FY 2026 budget is balanced and includes \$674,890 in anticipated income (\$16,345 more than the FY25 budget) and \$674,688 in budgeted expenses (\$22,101 more than the FY25 budget)

Reserved funds



Capital Reserve Funds



Question by Laurie Barry - She asked for clarification on what the \$10,000 change was about. And Rev. Allison explained that it was related to not having the heating.

Motion to accept the FY25-26 budget was made by Jon Lasselle, Carol Houde seconded. There was no discussion. Lindsey called for a vote in person and on Zoom, and the motion passed with an overwhelming majority voting yes.

1:20

Proposed Bylaws Changes

Burns described the proposed changes that the Board is proposing.

[Link to Proposed Final 2025 Bylaws](#)

The change log provides more details on the changes that were proposed.

As a subcommittee of the Board, Victoria Agnew and Burns Fisher led the effort to review the overall bylaws and reviewed and discussed with the Board members to propose changes within the full document.

Emma Rearick, and the sub committee she formed, specifically worked on the bylaws wording related to the financial topics of the Financial Records Review Committee and Treasurer.

During the meeting, Burns and Emma reviewed major changes to the bylaws, showing on screen the current and proposed changes. They asked for any questions after each change.

See linked documents above for the changes. Sections with changes include: Article 3, 4.1, 5.2, 6.4 (Overall it was changed as the role of the treasurer has changed over time to be more of an oversight committee)

7.4 & 8.3, 9.6 & 9.7 and 12

Burns Fisher, VP

	<p>This topic is moved by Burns Fisher and does not need a second because it comes from the committee. There were no further questions or discussions. Lindsey called for the vote and overwhelmingly yes votes in person and online. The motion passed.</p>	
<p>1:40</p>	<p>Nominating Committee Report & Elections Link to Slate of Nominees: LINK</p> <p>Jess Woods shared it was fantastic to be a part of the committee as she finished her last year.</p> <p>The current members are: Jessica Woods, Chair ● Peggy Cardone ● Andy Strausberg ● Laurie Goodman ● Board Liaison: Cecile Bonvoulior ● Board Liaison: Robin Trudel</p> <p>She then reviewed the slate for nominations and renominations:</p> <p>Nominating Committee:</p> <ul style="list-style-type: none"> ● Jessica Woods has reached her term limit and is stepping down from the committee. ● We are nominating Joyce Trudel to fill the open spot ● We are nominating Peggy Cardone as chair for the 2025-2026 church year. ● Laurie Goodman has reached the end of her term and is stepping down, and we are nominating Marissa Volpe to fill her role. <p>Board of Trustees and Officers Nominations:</p> <ul style="list-style-type: none"> ● Lindsey Hedrick has reached the end of their term, we are renominating them to President of the Board. ● We are nominating Emma Rearick for the role of Vice President. ● Karen Murray has reached the end of her term of Clerk, and we are renominating her for this position. ● We are nominating Amanda Banner for the role of Treasurer. ● We are nominating Paul Cardone for another term as member-at-large. ● For the two open members on the Board of Trustees, we are nominating Rob Bate and Julia Firmbach as members-at-large. <p>Financial Records Review:</p>	<p>Jess Woods</p>

	<p>Previously in the meeting, with the Yes vote on the bylaws changes related to the FRR, there was no need for nominations as this will now be a committee of the Board.</p> <p>Nashua Cemetery Association:</p> <ul style="list-style-type: none"> ● Kevin Murray is stepping down, and Kim Steele is nominated as the Treasurer ● Dave Johnson is being nominated to fill the open position <p>The slate of nominations was moved by Jess Woods, a second not needed because it came from the committee, no further discussion or questions, Lindsey called for the vote and an overwhelming majority in person and online voted yes, the motion passes.</p>	
1:50	<p>Sadie and Allison had a thank you presentation to the incoming and current Board.</p> <p>Closing the Meeting</p> <ul style="list-style-type: none"> ● Burns Fisher made the motion to adjourn the meeting, Allyson Jutras seconded the motion, Lindsey called for a vote, the overwhelming majority in person and online voted yes, the motion passed. ● Chalice Extinguishing ● Peace & Joy 	

Consent Agenda

With a single vote, the Congregation:

- approves the minutes of the 2024 Annual Meeting, held on Sunday, June 2, 2024 as submitted by the Clerk, and
- accepts and places on file the reports of the following:

Leadership Reports:

Clerk's Report, Minister's Report, President's Report

Committee Reports: *(committees report to the Board of Trustees or Congregation)*

Cemetery Trustees, Financial Records Review, Invested Funds Committee, and Nominating Committee

Team Reports: *(teams report to the Executive Director or a staff member)*

Building Our Vision, Capital Campaign Follow Up Team, Children's Winter Garden with White Wing School, Faith Formation, Internship Committee, Ministerial Intern, Music, Pastoral Care, Property, Stewardship, Social Justice, and Worship Associates.

Values of the UU Church of Nashua

Wonder

Authenticity

Courageous community

Love in action

Mission of the UU Church of Nashua

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, and the larger world.
- Work in deep partnership to advance justice and heal our community and the world.

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.