

Unitarian-Universalist Church of Nashua, NH

Board of Trustees

December 08, 2014

Present: Harry Purkhiser, Pat Ladew, Mary Licking, Kate O'Shea, Lance Pratt, Rick Spitz, Carol Wagner, Mike Wilt, and ex officio member, Reverend Janet Newman.
Absent (excused): David Hudson

The timekeeper was Lance. Mary lit the chalice. Board members were invited to Check In.

A motion passed made by Kate and seconded by Rick to remove from the consent agenda the Treasurer's Report. The consent agenda originally consisted of:

- Approve minutes from November 10, 2014 BoT meeting (see them on uunashua.org)
- Resolution from Bank of America authorizing Harry (as President) and Mike (as Treasurer) to have signature authority on the UUCN investment accounts (see attached)
- Minister's Report (see attached).
- Treasurer's report (see attached)

A motion passed made by Pat and seconded by Carol to approve the consent agenda now that the Treasurer's Report is not part of it.

Mike discussed the Treasurer's report and in so doing, mentioned that the auction held last Saturday night made \$8000 for the church. UUCN accidentally double paid the UUA Fair Share for the year by responding to the two identical billing statements from them that were received by UUCN. Mike will ask the UUA to refund the overage. A motion passed made by Lance and seconded by Rick to accept the Treasurer's Report.

A review of the Stewardship Campaign was undertaken. Ellen Fisher, who is this year's Chair of the campaign, was "thrilled" with the direction and help from the BoT, Harry reported. December 7th was Search Committee Sunday and the Stewardship Campaign was aligned with it as planned. The BoT thanked Kate for her heart-felt comments from the pulpit as a representative of the BoT. The Stewardship Committee is currently putting together a briefing packet to further inform the congregation about the campaign. BoT members have made their 2014-2015 pledges already and that was publicized Sunday. Presumably the Search Committee will be the next group to take a leadership role in the Stewardship Campaign.

A discussion was held regarding White Wing School (see White Wing School Directions Team attachment of two pages). Among the points mentioned: 1) any action

the BoT takes must account for the fact that the school's facility is grandfathered by the State , 2) White Wing operates under the UUCN tax code, 3) UUCN has signed contracts with the teachers for the school year and the school operates under the UUCN liability umbrella, 4) financial figures put out by the school are accurate given the school's current underlying assumptions regarding staff, 5) whether all of White Wing School is aware of the connection to UUCN is a question, 6) the BoT should look at the situation in terms of short term issues and long term issues, and 7) there may be a need to spend money to learn about the market for the services White Wing could offer. A motion passed made by Lance and seconded by Pat to approve the four member Team listed in the White Wing School Directions Team attachment to these minutes, the charge to the team listed in the attachment.

The Beyond Categorical Thinking Workshop (October 2013) results were discussed (see BoT minutes from October 2014, including attachments). The UUA team conducting the workshop indicated that UUCN surveys showed some concerns with calling a transgender or other gender minister. The Search Committee reported this finding to the Board and the Board acknowledges the concern. The Board also believes this issue does not rise to a level that requires the immediate expenditure of time a resources to address and that the effort to seek recertification as a Welcoming Congregation could be delayed until after a new minister is settled. A motion passed made by Mike and seconded by Kate to start seeking recertification as a Welcoming Congregation within the next three years.

A discussion was held regarding governance concerns. Recent interactions suggest that many church members are not clear about our governing process and there is some fear that shifting day-to-day operational responsibility to the Executive Director has led to a reduction in the democratic process. Some congregational members talk about power rather than responsibility and accountability. The BoT discussed holding deep listening sessions on governance concerns and using blogs, news articles, special e-mails, the new web page, etc., to address these concerns. The BoT will start by holding a session in the auditorium on Sunday, January 25th by having two of its members in attendance. Reverend Doctor Janet will announce the availability of the session to the congregation during that morning's service.

A security and privacy policy review was discussed in terms of the need for same. Concerns have been raised about pictures of children on the UUCN web pages, on the video streaming of Sunday services, etc. Whether the policy should reside at the level of the BoT or the Executive Director was considered and some spoke in favor of the BoT level. The discussion will continue at a future meeting.

The BoT must prepare an Interim Minister Evaluation regarding Reverend Doctor Janet to be submitted by February 15th (see Minister's Report attached to November 2014 minutes for an explanation). The BoT will invite the Transition Team to participate

in the effort. The Board tentative selected January 29 at 7:00 pm to meet to with the Transition Team to complete the evaluation.

In volunteering for tasks, the BoT agreed to a schedule for providing Words of Welcome at December, January, and some February services (see List #1), and for chalice lighting and timekeeping at BoT meetings for the rest of the church year (see List # 2). Upcoming dates are shown in List #3. List #4 describes attachments to these minutes.

A covenantal check out was performed to explore the idea of how we did at the meeting.

The next BoT Meeting is Monday, January 12th, 2014 at 7 pm in the Youth Room.

Rev. Janet gave the closing words that accompanied the extinguishing of the chalice.

Lists #1 through #4

List #1 Words of Welcome

& Church Service Announcements:

December 14 Mary, December 21 Harry, December 28 Mary, January 4 Mike, January 11 Lance, January 18 Kate, January 25 Rick, February 1 Mary, February 8 Pat, February 15 Carol (pending confirmation)

List #2 Chalice lighting Jan 12 – David, Feb 9 – Lance, Mar 9 – Rick, Apr 13 - Mike, Jun 8 – Kate. May 11 is blank.

Timekeeper schedule: Jan 12 – Rick, Feb 9 – Pat, Mar 9 - Carol, Jun 8 – David. April 13 and May 11 are blank.

List #3 Upcoming Dates:

Monday, January 12, Regularly scheduled BoT meeting

Sunday, January 25, Town Hall meeting regarding UUCN governance (2 BoT members)

Thursday, January 29, 7 – 8:30 pm, Evaluation exercise mandated by UUA Transitions Office

List #4 Attachments to these minutes:

- 1) November 10,2014 minutes [located on uunashua.org],
- 2) Bank of America Signing Authorization [Resolution], 1 page,
- 3) Minister's Report – December 8, 2014, 1 page,
- 4) Treasurer's Report, 14 pages,
- 5) White Wing School Directions Team, 2 pages

// original signed//

Mary Licking,
Clerk, Unitarian-Universalist Church of Nashua, New Hampshire

Bank of America Signing Authorization

Our investment managers, the Bank of America, want a document showing that our board took action to empower specific individuals to make decisions about and request distributions from our endowment account. The two obvious people are the President and the Treasurer. The resolution below is the bank's suggested wording.

Resolution

Approved December 8, 2014

The Board of Trustees of the Unitarian-Universalist Church of Nashua, New Hampshire approves the following resolution:

Resolved that: Any of the following officers listed herein may:

- 1) Execute and deliver to Bank of America, N.A. (the "Bank") an investment service agreement and such other agreements, certificates, and instruments (collectively "Document") in the form and containing such terms and conditions as the Bank may require and as such persons executing the same on behalf of the Organization may approve, such approval to be conclusively evidenced by the execution thereof;
- 2) Give written, verbal, fax, electronic or other such instructions to the Bank under the Documents as may be authorized thereunder, and the Bank shall be fully protected in relying thereon, and;
- 3) Take any such further action as may be deemed necessary or advisable to carry out the intent of this resolution.

This resolution shall remain in full force and effect until the Bank is given written notice to the contrary at the Office at which the Organization's Investment Service Account is administered.

The current officers to be named on this document are Harry Purkhiser, President and Michael Wilt, Treasurer.

Report on the Interim Ministry for the Board, December 8, 2014

This has been an intense month for the Board. In partnership with the Stewardship Committee and the Search Committee, the Board is exploring additional areas of commitment. A tangible example of this commitment is the Board's leadership in making their pledges for 2015-16 early -- and increasing those cumulative pledges by 28%.

In addition, the Board's example forms a foundation for the Stewardship Committee as it assembles groups of leaders who will visit various committees and groups in the church. During these visits, the leaders will share their vision and provide the opportunity for congregants to make their pledges early. The message to all will be, among others, "Pledge at a level that feels generous to you, according to your circumstances."

Seeing the Board exercising their fiduciary responsibility for the church in such a visible way inspires me to inspire others. I will do my best to convey the Board's enthusiasm forward in the "sermon on the amount" scheduled for January 25. I have also made my pledge for the two months, June and July, when I will be in your employ during 2015-16. My pledge was already at 6% of my gross income, and I have increased the amount I will pay for those two months by 30%.

I am also impressed by the ability and willingness of the staff and volunteers to step up and take my role in the service on November 23 when I was incapacitated by a nasal hemorrhage. Their action demonstrates a shared leadership that inspires me, also.

My admiration for the Search Committee knows no bounds. I have complete confidence in their judgment, integrity, and leadership as they seek the best candidate for the congregation to call.

Each of these areas of progress represents a determination by the Board to be the best it can be for the good of the church. In this, the Board is fulfilling the tasks of the interim period, notably, exercising leadership that is unambiguous and creative, delegating leadership to others, and guiding the congregation toward new directions in professional leadership. Respectfully submitted, Janet Newman

Summary

Unitarian Universalist Church of Nashua
Treasurer Report for the December, 2014 Board of Trustees Meeting
Michael Wilt, Treasurer

I wanted to see why we are so far out of balance half-way through the year. Here are the major contributors. The notes on the FYTD section will probably make this impossible to print.

The auction is not entered yet. When it goes in it will be about \$1k under plan.
Early pledges don't come until spring.
Current pledge collections are behind. Hopefully we will get a burst for Dec 31.

We accidentally double-paid the UUA fair share. I will have to see if they would rather refund us or give us credit for next year. They confused us by sending an extra statement.
Insurance is paid ahead for the full year.

The property major maintenance budget is already over for the full year, primarily due to the White Wing roof replacement.

Olivia saved a lot of receipts for professional expenses and we paid these early in the current fiscal year.

Assuming pledge collections come in ok (they normally do) this is not as bad as it looks.
We could certainly use some pledge payments. A little extra would help.

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

	<u>Jun '14 - May 15</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
100 Questions	576.00	999.96	-423.96	57.6%
Buddhist Meditation	225.00	200.04	24.96	112.48%
Coffee Hour	-50.98	99.96	-150.94	-51.0%
Endowment				
Restricted	1,781.24	1,121.23	660.01	158.87%
Unrestricted	77,281.88	153,576.84	-76,294.96	50.32%
Total Endowment	79,063.12	154,698.07	-75,634.95	51.11%
Fund Raisers				
Auction	0.00	9,000.00	-9,000.00	0.0%
Cal Libby Scholarship	0.00	0.00	0.00	0.0%
Fall cemetery clean-up	0.00	1,800.00	-1,800.00	0.0%
Other Fund-raisers	1,346.31			
Total Fund Raisers	1,346.31	10,800.00	-9,453.69	12.47%
Outreach Collections	14,011.63	30,000.00	-15,988.37	46.71%
Pledges				
Early Pledges	0.00	32,000.00	-32,000.00	0.0%
FY Pledges	93,634.02	203,000.04	-109,366.02	46.13%
Late Pledges	200.00			
Total Pledges	93,834.02	235,000.04	-141,166.02	39.93%
User Fees	4,475.00	6,999.96	-2,524.96	63.93%
WW Contrib	11,499.96	23,000.04	-11,500.08	50.0%
Total Income	204,980.06	461,798.07	-256,818.01	44.39%
Expense				
Advertising and Marketing	177.00			
Budgeted Outreach				
Community dinners	1,293.21	1,249.92	43.29	103.46%
GSOP	750.00	750.00	0.00	100.0%
Nashua Area Interfaith Council	0.00	50.00	-50.00	0.0%
Soup Kitchen Food	190.42	999.96	-809.54	19.04%
Total Budgeted Outreach	2,233.63	3,049.88	-816.25	73.24%
Denomination				
District	4,655.00	4,579.00	76.00	101.66%
UUA	29,400.00	14,460.00	14,940.00	203.32%
Total Denomination	34,055.00	19,039.00	15,016.00	178.87%
EB Discretionary Fund	484.75	1,249.92	-765.17	38.78%
Membership				
Committee Budget Coordinator	330.44	1,554.96	-1,224.52	21.25%

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

	<u>Jun '14 - May 15</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Health	342.00	769.92	-427.92	44.42%
Life Insurance	252.24			
Prof Exp	635.58	1,560.00	-924.42	40.74%
Retirement	1,910.96	3,648.96	-1,738.00	52.37%
Salary	19,108.93	36,104.04	-16,995.11	52.93%
Taxes	1,461.83	2,790.96	-1,329.13	52.38%
Total Coordinator	23,711.54	44,873.88	-21,162.34	52.84%
Ferry Beach	121.00			
Leadership Devel	149.00	500.04	-351.04	29.8%
Social Activities	120.98	500.04	-379.06	24.19%
YUUMI	0.00			
Membership - Other	1.00			
Total Membership	24,433.96	47,428.92	-22,994.96	51.52%
Music				
Committee Budget				
Babysitting	0.00	800.04	-800.04	0.0%
Choir expenses	0.00	99.96	-99.96	0.0%
Guest musician	125.00	399.96	-274.96	31.25%
Octavos	925.35	2,100.00	-1,174.65	44.06%
Organ/piano R&M	258.00	1,099.92	-841.92	23.46%
Substitute Organist	100.00	350.04	-250.04	28.57%
Total Committee Budget	1,408.35	4,849.92	-3,441.57	29.04%
Director				
Health	0.00	0.00	0.00	0.0%
Prof Exp	0.00	698.00	-698.00	0.0%
Salary	7,762.96	13,964.04	-6,201.08	55.59%
Taxes	593.86	1,068.00	-474.14	55.61%
Total Director	8,356.82	15,730.04	-7,373.22	53.13%
Total Music	9,765.17	20,579.96	-10,814.79	47.45%
Operations				
Custodian				
Health	26.05	1,507.08	-1,481.03	1.73%
Retirement	1,542.01	2,640.00	-1,097.99	58.41%
Salary	15,420.40	26,400.96	-10,980.56	58.41%
Taxes	1,179.66	2,019.96	-840.30	58.4%
Total Custodian	18,168.12	32,568.00	-14,399.88	55.79%
Custodian Coverage	335.00	800.04	-465.04	41.87%
Electricity	3,038.34	8,000.04	-4,961.70	37.98%
Electronic Transaction Fees	1,102.78	1,500.00	-397.22	73.52%

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

	<u>Jun '14 - May 15</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Gas	670.58	14,000.04	-13,329.46	4.79%
Insurance	11,829.57	12,000.00	-170.43	98.58%
Internet	415.55	800.04	-384.49	51.94%
Janitorial Supplies	1,418.25	2,400.00	-981.75	59.09%
Laundry	397.17	999.96	-602.79	39.72%
Office machines	1,056.14	2,600.04	-1,543.90	40.62%
Office Supplies	1,028.35	4,500.00	-3,471.65	22.85%
Payroll Service	736.00	1,299.96	-563.96	56.62%
Pledge Drive	0.00	0.00	0.00	0.0%
Telephone	790.10	1,700.04	-909.94	46.48%
Trash removal	968.66	2,000.04	-1,031.38	48.43%
Water	2,456.65	5,000.04	-2,543.39	49.13%
Total Operations	44,411.26	90,168.24	-45,756.98	49.25%
Outreach Disburse	12,342.08	30,000.00	-17,657.92	41.14%
Property				
Alarm Systems	993.80	999.96	-6.16	99.38%
AV Systems	850.00			
Building Inspections	1,055.00	1,200.00	-145.00	87.92%
Cleaning Services	787.00	999.96	-212.96	78.7%
Elevator	2,631.28	1,500.00	1,131.28	175.42%
Groundskeeping	2,610.38	3,000.00	-389.62	87.01%
Major maintenance	55,208.16	44,000.04	11,208.12	125.47%
Repairs	479.97			
Snow Removal	4,300.00	9,999.96	-5,699.96	43.0%
Total Property	68,915.59	61,699.92	7,215.67	111.7%
Public Relations				
Advertising	678.80	3,000.00	-2,321.20	22.63%
Total Public Relations	678.80	3,000.00	-2,321.20	22.63%
RE				
Adult RE	413.40	500.04	-86.64	82.67%
Basketball	0.00	600.00	-600.00	0.0%
Committee Budget				
Appreciation	92.02	600.00	-507.98	15.34%
Childcare	60.00			
Curriculum/Books	413.66	600.00	-186.34	68.94%
Events	51.78	300.00	-248.22	17.26%
JR High OWL	0.00	0.00	0.00	0.0%
R.O.P.E.	43.78	399.96	-356.18	10.95%
RE Outreach	0.00	200.04	-200.04	0.0%
Refreshments	29.98	300.00	-270.02	9.99%
Senior High	31.69	399.96	-368.27	7.92%
Supplies	41.94	649.92	-607.98	6.45%

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

	<u>Jun '14 - May 15</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Training	90.00	649.92	-559.92	13.85%
Total Committee Budget	854.85	4,099.80	-3,244.95	20.85%
DRE				
Health	1,395.90	4,410.00	-3,014.10	31.65%
Life Insurance	158.11			
Moving	4,212.32	5,000.04	-787.72	84.25%
Prof Exp	4,240.07	4,460.04	-219.97	95.07%
Retirement	2,450.92	4,659.60	-2,208.68	52.6%
Salary	22,600.44	45,999.96	-23,399.52	49.13%
Taxes	1,874.97	3,564.96	-1,689.99	52.59%
Total DRE	36,932.73	68,094.60	-31,161.87	54.24%
Young Adult	0.00	500.04	-500.04	0.0%
Total RE	38,200.98	73,794.48	-35,593.50	51.77%
Search Committee	80.00	9,000.00	-8,920.00	0.89%
Social Justice	0.00	1,050.00	-1,050.00	0.0%
Spiritual				
Babysitters				
Salary	2,110.00	3,000.00	-890.00	70.33%
Taxes	161.43	225.00	-63.57	71.75%
Total Babysitters	2,271.43	3,225.00	-953.57	70.43%
Coffee Hour	431.84	1,500.00	-1,068.16	28.79%
Flowers	313.00	1,500.00	-1,187.00	20.87%
Minister				
Health	1,426.14	5,487.96	-4,061.82	25.99%
Life Insurance	224.46			
Moving	6,049.86	7,704.96	-1,655.10	78.52%
Prof Exp	7,662.85	9,404.04	-1,741.19	81.49%
Retirement	4,397.90	7,704.96	-3,307.06	57.08%
Salary/Housing	39,472.39	77,049.96	-37,577.57	51.23%
Taxes	0.00	5,894.04	-5,894.04	0.0%
Transportation	0.00	0.00	0.00	0.0%
Total Minister	59,233.60	113,245.92	-54,012.32	52.31%
Minister Discretionary	547.00	1,500.00	-953.00	36.47%
Worship & Services	582.03	999.96	-417.93	58.21%
Total Spiritual	63,378.90	121,970.88	-58,591.98	51.96%
WW Payroll	0.00			
Total Expense	299,157.12	482,031.20	-182,874.08	62.06%
Net Income	-94,177.06	-20,233.13	-73,943.93	465.46%

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

	Half budget	FYTD	Over/Under
Income	0	0	0
100 Questions	499.98	576	76.02
Buddhist Meditation	100.02	225	124.98
Coffee Hour	49.98	-50.98	-100.96
Endowment	0	0	0
Restricted	560.615	1781.24	1220.625
Unrestricted	76788.42	77281.88	493.46
Total Endowment	77349.035	79063.12	1714.085
Fund Raisers	0	0	0
Auction	4500	0	-4500
Cal Libby Scholarship	0	0	0
Fall cemetery clean-up	900	0	-900
Other Fund-raisers	0	1346.31	1346.31
Total Fund Raisers	5400	1346.31	-4053.69 Auction nc
Outreach Collections	15000	14011.63	-988.37
Pledges	0	0	0
Early Pledges	16000	0	-16000 Early pledg
FY Pledges	101500.02	93634.02	-7866 Pledge coll
Late Pledges	0	200	200
Total Pledges	117500.02	93834.02	-23666
User Fees	3499.98	4475	975.02 User fees k
WW Contrib	11500.02	11499.96	-0.06
Total Income	230899.035	204980.06	-25918.975
Expense	0	0	0
Advertising and Marketing	0	177	177
Budgeted Outreach	0	0	0
Community dinners	624.96	1293.21	668.25
GSOP	375	750	375
Nashua Area Interfaith Council	25	0	-25
Soup Kitchen Food	499.98	190.42	-309.56
Total Budgeted Outreach	1524.94	2233.63	708.69
Denomination	0	0	0
District	2289.5	4655	2365.5
UUA	7230	29400	22170 Accidental
Total Denomination	9519.5	34055	24535.5
EB Discretionary Fund	624.96	484.75	-140.21
Membership	0	0	0
Committee Budget	777.48	330.44	-447.04
Coordinator	0	0	0

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

	Half budget	FYTD	Over/Under
Health	384.96	342	-42.96
Life Insurance	0	252.24	252.24
Prof Exp	780	635.58	-144.42
Retirement	1824.48	1910.96	86.48
Salary	18052.02	19108.93	1056.91
Taxes	1395.48	1461.83	66.35
Total Coordinator	22436.94	23711.54	1274.6
Ferry Beach	0	121	121
Leadership Devel	250.02	149	-101.02
Social Activities	250.02	120.98	-129.04
YUUMI	0	0	0
Membership - Other	0	1	1
Total Membership	23714.46	24433.96	719.5
Music	0	0	0
Committee Budget	0	0	0
Babysitting	400.02	0	-400.02
Choir expenses	49.98	0	-49.98
Guest musician	199.98	125	-74.98
Octavos	1050	925.35	-124.65
Organ/piano R&M	549.96	258	-291.96
Substitute Organist	175.02	100	-75.02
Total Committee Budget	2424.96	1408.35	-1016.61
Director	0	0	0
Health	0	0	0
Prof Exp	349	0	-349
Salary	6982.02	7762.96	780.94
Taxes	534	593.86	59.86
Total Director	7865.02	8356.82	491.8
Total Music	10289.98	9765.17	-524.81
Operations	0	0	0
Custodian	0	0	0
Health	753.54	26.05	-727.49
Retirement	1320	1542.01	222.01
Salary	13200.48	15420.4	2219.92 Sandy gets
Taxes	1009.98	1179.66	169.68
Total Custodian	16284	18168.12	1884.12
Custodian Coverage	400.02	335	-65.02
Electricity	4000.02	3038.34	-961.68
Electronic Transaction Fees	750	1102.78	352.78

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

	Half budget	FYTD	Over/Under
Gas	7000.02	670.58	-6329.44 Winter bill
Insurance	6000	11829.57	5829.57 Insurance
Internet	400.02	415.55	15.53
Janitorial Supplies	1200	1418.25	218.25
Laundry	499.98	397.17	-102.81
Office machines	1300.02	1056.14	-243.88
Office Supplies	2250	1028.35	-1221.65
Payroll Service	649.98	736	86.02
Pledge Drive	0	0	0
Telephone	850.02	790.1	-59.92
Trash removal	1000.02	968.66	-31.36
Water	2500.02	2456.65	-43.37
Total Operations	45084.12	44411.26	-672.86
Outreach Disburse	15000	12342.08	-2657.92
Property	0	0	0
Alarm Systems	499.98	993.8	493.82
AV Systems	0	850	850
Building Inspections	600	1055	455
Cleaning Services	499.98	787	287.02
Elevator	750	2631.28	1881.28
Groundskeeping	1500	2610.38	1110.38
Major maintenance	22000.02	55208.16	33208.14 Major mai
Repairs	0	479.97	479.97
Snow Removal	4999.98	4300	-699.98
Total Property	30849.96	68915.59	38065.63
Public Relations	0	0	0
Advertising	1500	678.8	-821.2
Total Public Relations	1500	678.8	-821.2
RE	0	0	0
Adult RE	250.02	413.4	163.38
Basketball	300	0	-300
Committee Budget	0	0	0
Appreciation	300	92.02	-207.98
Childcare	0	60	60
Curriculum/Books	300	413.66	113.66
Events	150	51.78	-98.22
JR High OWL	0	0	0
R.O.P.E.	199.98	43.78	-156.2
RE Outreach	100.02	0	-100.02
Refreshments	150	29.98	-120.02
Senior High	199.98	31.69	-168.29
Supplies	324.96	41.94	-283.02

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

	Half budget	FYTD	Over/Under
Training	324.96	90	-234.96
Total Committee Budget	2049.9	854.85	-1195.05
DRE	0	0	0
Health	2205	1395.9	-809.1
Life Insurance	0	158.11	158.11
Moving	2500.02	4212.32	1712.3
Prof Exp	2230.02	4240.07	2010.05
Retirement	2329.8	2450.92	121.12
Salary	22999.98	22600.44	-399.54
Taxes	1782.48	1874.97	92.49
Total DRE	34047.3	36932.73	2885.43
Young Adult	250.02	0	-250.02
Total RE	36897.24	38200.98	1303.74
Search Committee	4500	80	-4420
Social Justice	525	0	-525
Spiritual	0	0	0
Babysitters	0	0	0
Salary	1500	2110	610
Taxes	112.5	161.43	48.93
Total Babysitters	1612.5	2271.43	658.93
Coffee Hour	750	431.84	-318.16
Flowers	750	313	-437
Minister	0	0	0
Health	2743.98	1426.14	-1317.84
Life Insurance	0	224.46	224.46
Moving	3852.48	6049.86	2197.38 Moving mc
Prof Exp	4702.02	7662.85	2960.83 Olivia's prc
Retirement	3852.48	4397.9	545.42
Salary/Housing	38524.98	39472.39	947.41
Taxes	2947.02	0	-2947.02 This will be
Transportation	0	0	0
Total Minister	56622.96	59233.6	2610.64
Minister Discretionary	750	547	-203
Worship & Services	499.98	582.03	82.05
Total Spiritual	60985.44	63378.9	2393.46
WW Payroll	0	0	0
Total Expense	241015.6	299157.12	58141.52
Net Income	-10116.565	-94177.06	-84060.495

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

Income

100 Questions
Buddhist Meditation
Coffee Hour
Endowment
 Restricted
 Unrestricted
Total Endowment

Fund Raisers

Auction
Cal Libby Scholarship
Fall cemetery clean-up
Other Fund-raisers
Total Fund Raisers not in yet, about \$1k under

Outreach Collections

Pledges
 Early Pledges pledges come in spring
 FY Pledges collections behind
 Late Pledges
Total Pledges

User Fees better than plan
WW Contrib

Total Income

Expense

Advertising and Marketing
Budgeted Outreach
 Community dinners
 GSOP
 Nashua Area Interfaith Council
 Soup Kitchen Food
Total Budgeted Outreach

Denomination

District
UUA ly double-paid the UUA
Total Denomination

EB Discretionary Fund

Membership
 Committee Budget
 Coordinator

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

Health
Life Insurance
Prof Exp
Retirement
Salary
Taxes
Total Coordinator

Ferry Beach
Leadership Devel
Social Activities
YUUMI
Membership - Other
Total Membership

Music

Committee Budget
Babysitting
Choir expenses
Guest musician
Octavos
Organ/piano R&M
Substitute Organist
Total Committee Budget

Director

Health
Prof Exp
Salary
Taxes
Total Director

Total Music

Operations

Custodian
Health
Retirement
Salary ; extra work from User fees
Taxes
Total Custodian

Custodian Coverage
Electricity
Electronic Transaction Fees

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

Gas	s not here yet
Insurance	paid for the full year
Internet	
Janitorial Supplies	
Laundry	
Office machines	
Office Supplies	
Payroll Service	
Pledge Drive	
Telephone	
Trash removal	
Water	
Total Operations	
Outreach Disburse	
Property	
Alarm Systems	
AV Systems	
Building Inspections	
Cleaning Services	
Elevator	
Groundskeeping	
Major maintenance	ntenance full year budget overspent already
Repairs	
Snow Removal	
Total Property	
Public Relations	
Advertising	
Total Public Relations	
RE	
Adult RE	
Basketball	
Committee Budget	
Appreciation	
Childcare	
Curriculum/Books	
Events	
JR High OWL	
R.O.P.E.	
RE Outreach	
Refreshments	
Senior High	
Supplies	

Unitarian Universalist Church of Nashua, New Hampshire
Profit & Loss Budget vs. Actual
June 2014 through May 2015

Training
Total Committee Budget

DRE
Health
Life Insurance
Moving
Prof Exp
Retirement
Salary
Taxes
Total DRE

Young Adult
Total RE

Search Committee
Social Justice
Spiritual

Babysitters
Salary
Taxes
Total Babysitters

Coffee Hour
Flowers
Minister

Health
Life Insurance
Moving
Prof Exp
Retirement
Salary/Housing
Taxes
Transportation
Total Minister

ostly spent
of exp mixed in
e corrected by an accounting transaction

Minister Discretionary
Worship & Services
Total Spiritual

WW Payroll
Total Expense

Net Income

Dec 6, 14

ASSETS

Current Assets

Checking/Savings

Checking 28,254.56

Total Checking/Savings 28,254.56

Total Current Assets 28,254.56

TOTAL ASSETS 28,254.56

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

ChurchRetireLiab 5,385.05

CMSMedical 69.90

Disability 1,761.02

FederalTax -12.31

FirstHealth 9.52

MNIncomeTax 743.97

OliviaFSA 837.70

UnitedOfOmaha 223.75

UUADental -276.60

UUAHealth -500.36

WWRetireLiab 450.06

Total Other Current Liabilities 8,691.70

Total Current Liabilities 8,691.70

Total Liabilities 8,691.70

Equity

Opening Bal Equity 34,157.30

Retained Earnings 79,582.62

Net Income -94,177.06

Total Equity 19,562.86

TOTAL LIABILITIES & EQUITY 28,254.56

White Wing School Directions Team

Charge to the Team

In response to the White Wing School financial and enrollment situation as described in the White Wing School Issues Paper of October 14, 2014 ([here](#)), the Board of Trustees herewith appoints a special *ad hoc* committee to investigate the issues surrounding the White Wing School issue. The White Wing School Directions Team shall organize itself and take actions to:

1. Work with all stakeholders (the White Wing School Director, teaching staff, and board; the minister and staff; the congregation, and former WW School students), to ascertain the extent of the problem.
2. Determine the need for White Wing School within the community under its present charter.
3. What needs could be fulfilled in the community if the school's charter were modified.
4. If the School's charter and direction is modified, what might the costs be and how long would it take
5. Look at existing organizational and linkage documents, including our current bylaws and policies, and recommend changes that would clarify the flow of accountability and responsibility within our Policy Governance structure to better integrate Affiliated Organizations and the Church.
6. Gauge congregational desire to support the current White Wing School direction, or any new direction the Team might recommend.
7. Report all findings to the Board along with recommendations. Expect to complete all work and make a report to the Board in time for the 2015 Annual Meeting in June.
8. The Team should make bi-monthly written reports to the board and should report immediately any issues of concern or opportunities for positive results.

Team Members Appointed by the Board

The following church members are appointed to the Team:

Rick Spitz, Board of Trustees

Carol Wagner, Board of Trustees

Donna Dye, former White Wing School Director

Hal Holway, White Wing Board Co-Chair (not yet accepted)

The Team may elect to bring on other members and to seek help from all church sources.