

# Annual Report

## 2024



Second Congregational Meeting House Society

Unitarian Universalist

Nantucket, MA

**January, 2025**

## Board of Trustees at end of 2024

	<u>Term Ends</u>
Barbara Elder, <i>President</i> .....	January 2026
Deirdre Duffy, <i>Clerk and VP</i> .....	January 2027
Paul Stewart, <i>Treasurer</i> .....	January 2025
Randi Allfather.....	January 2025
Carol Benchley.....	January 2026
Jan Ellsworth .....	January 2027
Chris Hanson .....	January 2027
Suse Robinson .....	January 2026
Rev. Dr. Althea Smith .....	ex officio, non-voting

Elected Trustee terms are three years, except for the Treasurer whose term is one year.

Elected Trustees, including the Treasurer, are elected by the congregation at the Annual Meeting.

The Board elects its other officers annually from among its members.

See page 42 for a recent history of Trustees.

## Staff at end of 2024

Rev. Althea Smith, *Minister*

Rev. Ted Anderson, *Minister Emeritus*

Nigel Goss, *Music Director*

Alison Forsgren, *Office Administrator*

Layah Jensen, *Children & Youth Program Director*

Mercia Batista, *Sexton*

Linda Ferrantella, *Bookkeeper*

Deirdre Duffy, *Zoom Tech*



Rev. Ted and Rev. Althea at  
Ted's 90<sup>th</sup> birthday party:

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## 2024 Annual Meeting Minutes

**Sunday, January 28, 2024 (hybrid in person in Hendrix Hall and by Zoom)**

Trustees Attending: Susan Richards, Paul Stewart, Barbara Elder, Lora Stewart, Randi Allfather, Suse Robinson, and Rev. Althea Smith, non-voting (Carol Benchley, away)

1. Meeting Called to Order by President Susan Richards at 11:33AM
2. Opening Blessing by Rev. Dr. Althea Smith
3. Clerk Barbara Elder confirmed that there was a quorum of 22 voting members
4. Susan moved “that we accept both the minutes of the January 30 Annual Congregational Meeting, which was held a year ago, and the Special Congregational Meeting, which we have every Summer, both of which are in your Annual Report. seconded by Susan Robinson. The motion is unanimously approved.
5. Clerk Elder moved that “we follow the recommendation of our Board of Trustees and our UUA to amend our Constitution by removing the phrase “Nominating and” from the paragraph of Article 5.”

That motion was seconded and unanimously approved, resulting in that paragraph reading:

“The Minister shall be a nonvoting, ex-officio member of the Board of Trustees and its committees, except for the Ministerial Search Committees, and shall have the privileges of the floor at all meetings of those bodies, except for Executive sessions of the Board of Trustees.”

6. 2024 Annual Budget – Treasurer Paul Stewart moved that “we follow the unanimous recommendations of our Finance Committee and Board of Trustees and approve the 2024 Budget in column AO of the budget summary presented on page 48 of our 2023 Annual Report”. The motion was seconded by David Hall. Treasurer Stewart advises: “The process of discerning our wants, and doing our planning, and acting on our plans, has to be our main focus for the next year or two.” The 2024 Budget was unanimously approved.

7. Officers – President Susan Richards thanked the work of outgoing Trustees:

Trustee Lora Stewart

Trustee President Carl Borchert

*Unfortunately, Carl passed away on October 8, 2023, prior to the Annual Meeting.*

8. Anne Perkins, speaking for the 2023 Nominating Committee of Anne Perkins, Jim Sulzer, and Peter Richards, announced the following slate:

Board of Trustees - Deirdre Duffy, Jan Ellsworth, Chris Hanson

Treasurer - Paul Stewart

2024 Nominating Committee - Anne Perkins, Susan Richards, Kat Robinson Grieder

Anne moved “that we express our appreciation for the work the South Church Preservation Fund has done helping to maintain our historic Meeting House over the past year and decades, and particularly to Christine Sanford for her work as their president, and confirm their Board of Directors for the coming year.” Seconded by Paul; passed unanimously.

President Susan Richards moved “that we accept the nominees for the Nominating Committee, and the Board of Trustees, and the Treasurer.” Suse Robinson seconds the motion. The vote is unanimous for the motion.

9. Extinguish the Chalice and close the Annual Meeting at 12:09PM

*Barbara Elder*  
2023 Clerk

## Minister's Report

*Kintsugi (also known as kintsukuroi) means joining with gold.*

***There is beauty in the broken.***

*Kintsugi is a Japanese art that repairs broken pottery with gold, rendering a new piece that is more beautiful than before it was broken.*

As I started to write, the concept of kintsugi came to mind when reflecting on who you are as people. Soon after my arrival, I realized that this system was broken. I was not clear whether all the pieces still existed. If they were available, or if not broken, I wondered if they were retrievable.

I referenced a UUA publication entitled “Effective Congregational Committees”. Here is the link: <https://www.uua.org/files/documents/congservices/effectivecommittees.pdf>

### **ROLE OF THE MINISTER:**

Immediately, it became evident that coherence needed to be re-established in the minister's role. There was also a need to breathe life into the relationship between the UUA, UUMA, and Nantucket.

Not in order of priority, the Minister's authority over the community's spiritual health needed to be addressed. This is a list of some of my activities.

1. Introducing Article II to the congregation and defining what it means to center love.
  2. Worship and Rites of Passages:
    - a. Adjust the Order of Service so that it reflects UU practices.
    - b. Work with the Music Director to enhance our worship services. We both understand music's importance, so we added more music to the service. We worked to choose songs that support the theme of the reflection.
      - Encouraged him to sing more from all our hymnals.
      - Increased the diversity in music by inviting guest musicians.
      - Encouraged him to use his creativity during the service.
    - c. I made the story for all Ages more relevant to the reflection by choosing books that reflected the theme.
  3. Dismantled the Care Team as it acted as an independent body with the idea that secrets could be kept from the minister.
  4. Introduced the concept of a worship team.
  5. Re-established that having a social justice team was a priority for this congregation.
  6. Created rituals that support Sunday worship.
  7. Began a process of adult religious formation and created an opportunity for the congregation to encounter “the other”.
  8. Re-established the rules for the minister's discretionary fund.
  9. Pastoral Care. This required much work. Many hurt people left the church, were thinking about leaving, or took a diminished role. A real effort was made to make the Second Congregational Meeting House a safe place to be in community. Slowly, people are returning.
  10. I worked with the finance committee to get accurate numbers that reflected UU values on which we could build next year's budget.
  11. As part of my contract, I was tasked with preparing the congregation for the next minister. Upon arrival, I committed to getting to know you and implementing a process to support your transition. Congregational Polity is essential to being a UU. We are not creedal. We believe in valuing everyone's opinion. Based on that, I created a transition team and invited the congregation to participate. The outcome was a tremendous document that reflects the wishes of the whole. This document has served as a reference point in our efforts to recruit the next minister.
- Also, because of our relationship with the region and with the UUA, we have been extremely successful in coming to the attention of possible candidates.



## **Congregational life:**

When I arrived, I was told that there were too many committees. Exploring this supposition, I found there were too few committees. Often, what existed was one person caring about something and working on it periodically and calling it a committee.

Some committees need to either have new energy or be created new.

1. I have failed to establish a worship committee, although we need one. Worship is a communal effort and not one person's responsibility. It is not the lay lead committee. The worship committee helps create, shape, and implement every Sunday's service.
2. There is no faith formation committee that worries about intergenerational learning experiences.
3. There is no social justice committee, but there are two projects that I am going to work on that have been suggested. The first is the Immigration Resource Center (IRC). Our roles and responsibilities must be clearly defined and shared within the Nantucket community. We currently have a Fourth of July celebration. The Declaration of Independence leaves much room for response. I will lead the documenting of this church's support for African Americans.
4. Part of my responsibilities requires representing you in the community. I have done that. Two examples: keynote at MLK in January 2024. Currently supporting the Interfaith Committee in their efforts in 2025; participated in Congregation Shirat HaYam anti-violence symposium in the summer of 2024; Officiated at the rededication of the Museum of the African Meeting House; and participated with other community leaders at the Community Foundation for Nantucket.

The part of the position that has not been adequately defined is the Minister's role in the church's administration.

The system was broken. Although the pieces are here, the bowl is only partially reassembled. However, the shape, depth, and width can be discerned. I am excited for you. I am excited about what the future holds. I believe we have been creating art and have been repairing something broken. Kintsugi is the act of creating a new object out of something broken. The result is a piece of art more beautiful than before. I love it when a system functions well. It is a beautiful thing.

*Rev. Dr. Althea Smith*

## **President's Report**

Dear Members and Friends of UU Nantucket,

In this year of change and transitions at the Second Congregational Meeting House Society Unitarian Universalist, we worked together to rethink, renew, and re-energize who we are and what it is we are hoping for our future as a congregation. We experienced the loss of long time members on whom we relied for many things. Rev. Dr Althea Smith, our contract minister doing interim work, guided us to "widen our circle" and create more congregational polity. The UUA interacted with us frequently, helping us by offering support and advice. We have persevered through our challenges with hope. We are learning to embrace change.

Highlights of this year include:

- Visits and support from leaders of the Unitarian Universalist Association, including Keith Kron, UUA Transitions Director, and Wren Bellavance-Grace, UUA Congregational Life Staff of New England and Christina Rivera, UU Religious Educator, Jim Peterson, UUA Financial Adviser and Christine Purcell, UUA Congregational Transitions Director. The UUA has helped us enormously through their guidance and advice. (February - December 2024)
- Rev. Althea signed an extension to her contract as our Contract Minister on August 1. She will complete her interim contract on July 31, 2025. (March 2024)

- The thorough and excellent work of the Transitions Team Task Force including Kat Robinson Grieder, Susan Richards, Alison Forsgren, Anne Perkins, and Susan Fernald. They created a survey and held congregational meetings to discuss what our needs are and what type of ministry we might wish to pursue. They reported their findings in May to the congregation and their report was posted on our website. This report informed the Board of Trustees on what next steps needed to be taken. (December 2023 - May 2024)
- In the wake of our business manager's abrupt departure, the Board of Trustees staffed and reorganized the office physically and digitally. The office was disorganized and cluttered. Windows in the office were cleaned, repaired, and new storm windows were installed. Digital files on the computer were examined and reorganized to keep the church business up and running. File cabinets were reorganized and sorted through. Rental contracts were arranged for the prayer groups, weddings, and memorials. The church office is now an efficient and clean work space. It is attractive, newly repainted with a new carpet. It reflects the care and pride that we have as a congregation to keep our office, kitchen and activities room neat and clean. We are grateful to Chris Hanson, Davide Fabbian, Deirdre Duffy, Jim Sulzer, Paul Stewart, Alison Forsgren, and Christine Sanford for their generous donation of time in helping make this happen. Thank you also to the trustees who gave their time to help cover the office including Jan Ellsworth, Carol Benchley, Suse Robinson, and Peter Richards. A great appreciation to all those who financially supported the office renovations including Jan Ellsworth, Jim Sulzer, Joanne Polster, Alison Forsgren, Linda Ferrantella and Carol Benchley. (March - November 2024)
- Treasurer Paul Stewart is stepping down after ten years of keeping our church financial records. We extend our gratitude to him for his many years of service as treasurer and we look forward to him continuing on as chair of the Buildings & Grounds Committee. This year, we developed a financial tracking of our Actuals vs Budget by opening a Quickbooks account. Linda Ferrantella, Paul Stewart, Barbara Elder and outside consultant Adam Berman worked together to input financial data into a new Quickbooks account. Linda will continue as our bookkeeper. (April - December 2024)
- Offering housing one night a week from November 2023 through to April 2024, the Warming Place hosted a shelter in our Activities Room on Thursday evenings for those needing warmth, food, and a place to sleep. We are grateful to Carol Benchley, a UU Trustee, Anne Perkins, and Sue Mynttinen for all the work and effort they have contributed to a Warming Place and thankful that we were able to supply at least one night for this cause. A Warming Place is presently secure this winter in two churches, the Summer Street Church and the First Congregational Church. (November 2023 - May 2024)
- The superlative work by the Silent Auction Committee in raising \$12,412 for the operations of the church. The Committee included Deirdre Duffy, Kathy Stevens, Alison Forsgren, Jane Bourette, and Nancy Adrian. They created their magic online and there was a great response. (August 2024)
- The outstanding quilt contributions of Susan Kirk. One quilt graces our pulpit with the new UU principles stitched on a white background, one was auctioned off in the summer, another was auctioned at the County Fair (which ended up being in the Ice rink due to inclement weather). (June - October 2024)
- Summer docenting, organized by Peter Richards, included a steady crew of six volunteers. They kept the church open in July and August for visitors. Thank you to Peter Richards, Paul Stewart, Rob Baxter, Jim Sulzer, Judy Norkin and Michael Baron for docenting. (July - August 2024)

- Summer music included two Jazz Sundays with Rev. Althea, Nigel Goss, and guest musicians that were enjoyed by all who attended in person or on Zoom. Isaiah Williams and Carson Cooman played services on the Goodrich organ. The Noonday Concert Series continued this summer with seven concerts in all including three on our historic organ.
- Addressing the departure of the Business Manager (March), past president Susan Richards and I composed a report detailing the hiring of the Business Manager, his supervision, and how the situation deteriorated. We hope that this will protect our minister, church, and congregation in the future. This report is filed in our personnel folders in our church office and has been reviewed by the UUA Congregational Life Staff of New England Wren Bellavance- Grace. The Board of Trustees has agreed to use the Church Mutual background check service in the future for any new hiring. Our goal is to provide a safe working environment for our staff and our congregation. The Board of Trustees will continue investigating how we can become a safer congregation with the UUA. (June 2024)
- The well-attended Fourth of July Reading of the Declaration of Independence, envisioned by Jack Weinholt, directed by Cynthia Csabay with help from our local talented artists and pianist Anthony Healy. The event was managed by Arlene Hogan and Rob Baxter and the crowd was welcomed by Jim Sulzer. Author Nathaniel Philbrick gave a speech. Trustees and members of the congregation assisted with the event by helping manage the crowd. Jack Weinholt was integral in bringing it back after the pandemic with NCTV making it accessible to those at home. We celebrated Jack's 25th year of making it all happen! (July 2024)
- Reviewing the Transitions Team report and the revised recommendations from the UUA regarding small congregations ministerial search procedures, the Board of Trustees and members of the Transitions Task Force worked on the Congregational Record (CR), which appears to ministerial candidates on the UUA website. The newly required CR by the UUA is much more comprehensive than in the past. We are strongly advised to search for a contract minister and are no longer eligible for the traditional settled minister search, although we may ask a contract minister to stay if the congregation makes that decision. As of December 13, 2024, we have been able to accept applications from interested candidates. (September - December 2024)
- Redesigning the new staffing for our church, the Board of Trustees has changed to a part time office administrator, replacing a full time business manager. We added a bookkeeper position. Linda Ferrantella initially helped first as a volunteer and then as we began more extensive work, she was hired as our bookkeeper. In addition, Alison Forsgren is now serving as our office administrator since July. She has brought stability and professionalism to our UU church office. We are grateful to have both Alison and Linda on our staff. In the new budget, we are requesting a small stipend for an outdoor sexton to help with snow removal and some grounds keeping. Special thanks to Deirdre Duffy for her work as our Zoom Tech. The rest of our staffing remains the same and includes our full time minister, part time music director, part time religious education director, and indoor sexton. (September - October 2024)
- The Nantucket Organ Crawl held in October, celebrates the pipe organs in all the island churches on the island through performances on one day. Our Goodrich organ, the second oldest right behind the Methodist Church's Appleton organ was played by Carson Cooman. The performance was very well attended. (October 2024)
- Our music director Nigel Goss provided us with compelling and beautiful music of all styles throughout the year. The UU Choir regularly sings Sunday services but had a break this summer when Nigel was off island working on his master's degree. We are thankful for their



contributions to the service and for Nigel's leadership. The UU Choir includes Joanne Polster, Cheryl Fuller, Nancy Tobias, Polly Miller, Priscilla Roosevelt, Suse Robinson, Ann Scott, Kathy Tyrer, Anne Beaulieu, and Amanda Torchia.

In her role as a contract minister, Rev. Althea Smith has encouraged us to reexamine where we are and where we are going as Unitarian Universalists. She has held up a mirror to some of our traditions and asked us to contemplate if they represent everyone in the congregation. She has lifted up the concept of practicing congregational polity so individual voices may be heard. She has challenged us to "widen our circle." She has questioned where our social justice programs are and encouraged us to think about what might be done. She has also asked about our faith formation. These are relevant areas that require both commitment and action. Rev. Althea meets and tends to individual congregants who need attention and care. Presently in her second year, Rev. Althea's ministry with us will end on July 31, 2025. We have learned a lot about ourselves with her guidance. It has prepared us for our next steps and a new ministry in August 2025.

I feel an immense thankfulness to everyone who has volunteered this year. To name a few, the Lay-led Committee of Katherine Robinson Grieder and Susan Richards; our Kitchen Ladies including Susan Kirk, Carol Benchley, Anne Perkins, Polly Miller, Christine Sanford, and Alison Forsgren; the gardeners Holly McGowan, Nancy Mack, and Joanne Polster; Haiku Christmas Tree planners including Joanne Pollster and Susan Kirk; the Finance Committee including Randi Allfather, Bob Middleton, Paul Stewart, Jim Sulzer, Jan Ellsworth, and Katherine Robinson Grieder; the Committee on Ministry including Carol Benchley, Loretta Middleton, and Jim Sulzer, and my deep indebtedness for the present Board of Trustees, including past president Susan Richards, who have supported change and helped lead through this transition.

What does it take to make a church function smoothly, with intention, integrity and involvement? This year, I have learned that it takes volunteers who willingly see the work that needs to be done and boldly step in to help. I have witnessed it again and again. On the other hand, I have also witnessed people aware of when they are ready to let go of volunteering, or are unable to volunteer for one reason or another. A strong and committed staff who we all count on is an essential part of our wellness. This is all part of the ebb and flow of the church, our lives, and how we intertwine. For us to stay a healthy congregation, we will need to continue to accept each other's strengths and weaknesses, allowing room for each of us to be heard and to be helpful. So volunteer if you can, help when you are able, and always allow others the opportunity to do the same. We will be stronger in our togetherness when we make room for each other.

Our losses of people dear to us continue to resonate deeply throughout our congregation.

Respectfully submitted,

*Barbara Elder*

President, Board of Trustees

## [Clerk's Report](#)

On January 13, 2024, a clerk's committee of Barbara Elder, Deirdre Duffy, Paul Stewart, and Alison Forsgren met to review our membership list in order to report membership information to the UUA for the UU Congregation Certification questionnaire. Although there has been a decrease in general membership, per the UUA, in the years since the pandemic, we have been able to maintain the same number of members as last year. The number of friends of the church has increased as well.

Our hybrid services are still offered for all our Sunday services except the Animal Blessing. Although there are fewer people attending the zoom this year compared to last year. We have on average about 5-10 people attending our zoom meeting compared with 2023 where it was around 15-20. The number of Sunday service in person attendees was between 25 – 40 in 2024 which is similar to our numbers last year.

*Deirdre Duffy, Clerk*

## Music Director's Report

To the Board of Trustees and the Congregation at the Second Congregational Meetinghouse, Unitarian Universalist Nantucket:

Happy new year, and greetings as we start another year together at the UU Meetinghouse on Nantucket. 2024 was a busy year. There has been much to celebrate, and much to grieve this year with the passing of many of our beloved church members. We have had Rev. Dr. Althea Smith guiding us for over one full year now, as she started in September of 2023. The board of trustees and all the members of the various committees have been working hard to make sure that our traditions stay alive, while also looking to the future of what the meetinghouse could become.

In music world, we were quite active! We have had 16 total choir members this year - not all at once mind you - who sang with us at various points during the year. I played or directed on 42 out of 49 total Services, with the church taking off one Sunday in May, and two Sundays in October. We had guest musicians on 15 Sundays, and substitute musicians on 7 Sundays. Personally, I had 3 separate professional development events, two on purpose and one accidental.

January and February were relatively routine, with the choir singing each Sunday. Althea introduced the choir to a few new songs, I Need You To Survive, and I'm Gonna Lift My Brother Up. We also had special music for a Lay Led Service on Feb 11 led by Paul Stewart, featuring music composed by Babara Elder and some history on some of the hymns in our hymnal. In March, Susan Berman provided substitute music on the 3rd, and Paul Connors provided guest music on the 17th. April and May were interesting, in that Isaiah Williams provided substitute music on April 21. However, I broke my elbow on April 19, and Isaiah was able to cover keyboard duties while I conducted the choir in a sling for May 5 and 12. May 19 we had no service, and with some help from Deirdre Duffy and Barbara Elder, we moved our zoom broadcast system to the upstairs sanctuary.

Then comes summer! Starting off on May 26, Isaiah Williams opened our summer sanctuary on the Goodrich Organ, and Tom Peppard joined the choir and played taps on trumpet for our annual Memorial Day Service. In June, the choir sang each Sunday, and we had our regular services. Sadly, in June we commemorated the passing of two of our most active church members. Lora Stewart's Memorial Service was on June 1, and we had Cynthia Csabay help lead songs, as well as guest singer Phil Greenfield. It was a sad time, but a beautiful tribute.

Also in June, the Meetinghouse hosted a Memorial for another longtime member and friend of the church, Lucille Jordan. Songleading and solos were provided by local musician Jeffrey Cutts.

July was a fun month, and full of variety. We started off with what I hope will our 2nd annual July Jazz service on July 7. We had guest musicians Tom Stoddart on Saxophone and Colin Harrington on drums, and with myself on piano the trio played some boogie woogie, jazz and blues to celebrate an original American art form - Jazz.

On July 13, we celebrated the life of yet another longtime congregant and friend of the Meetinghouse, Carl Borchert. Music was provided by Jim Sulzer, myself, the choir, and family members. It was a sad time, but we were glad to be able to give Carl a beautiful memorial.

For the rest of July, we had subs while I attended graduate workshops - Susan Berman and Ray Saunders provided music on July 14, Isaiah Williams played on July 21, and Barbara Elder played on July 28. My graduate classes were more geared towards my teaching, but I did pick up some tips and tricks for choir directing while I was there.

In August we had jazz service 2.0 with Anthony Healy on piano, Colin Harrington on drums, and Cynthia Csabay on vocals, this time with myself on bass. Carson Cooman joined us on organ on Aug 18, and we had guest percussionist Nick Hayden play on Aug 25 for some experimental music with loops. In September, Avi Chitrit joined the choir on drums, and I got to collaborate with the esteemed Rabbi Gary Breton-Granatoor for some Jewish music on Sep 29. Chris Hanson played for Blessing of the Animals this year on October 6, and the church was closed October 13 and 20 for moving day and Stewardship Sunday, respectively. Once again, with Barbara and Deirdre's help we set up a new and improved tech station in Hendrix Hall for zoom broadcasts.

In November and December, we had Chris Hanson join us on drums (twice!) and Susan Berman helped accompany the choir on guitar. We had a trio of guest singers with us on December 1, and Chris Hanson subbed for us on Dec 29, provided service music for a Kwanzaa service led by Althea.

In professional development world, On Nov 7, I achieved another milestone, sitting for my Level 8 piano exam through the Royal Conservatory of Music, and earning a grade of 90. Last year I sat for my Level 7 exam, and each new level brings new challenges, skills, and increased capacity. There are two more levels in the program, and Levels 9 and 10 repertoire includes repertoire similar to what would be studied at major music conservatories and universities anywhere in the world. I'm continually grateful to this congregation for the opportunity to hone my skills, grow my craft, and deepen my own musicianship. My last professional development event, the accidental one, came during the last week of December. For my vacation I went to a folk music and dance week, thinking I'd play some neat tunes, dance some dances, and generally have a good time. But, who'd have guessed there would be a choir class!? And, not only that a choir class with excellent, accessible, and easily executed songs that I'm excited to share with the choir and congregation to start off 2025.

Taken all at once, 2024 has some great moments, and some sad ones. We had lots of growth, but we also had some periods of pulling in to the core of our music program. In 2025, I hope to be able to provide more varied and more frequent special music for services, reaching out to more singers and more guests to provide a rich and varied musical counterpart to the sermons, readings, meditations and prayers. Once again, happy new year to all of us at UU Nantucket, and I look forward to the new opportunities and challenges 2025 will bring.

Sincerely,  
*Nigel Goss*, Music Director

## Transitions Team Task Force

### **Background**

In January 2024, the Board of Trustees appointed a Transition Team consisting of Alison Forsgren, Anne Perkins, Kat Robinson Grieder, Susan Fernald, and Susan Richards to evaluate the needs and desires of the congregation regarding future ministerial leadership. The Team's charge was to assess the congregation's needs, gather input, and provide a recommendation.

### **Approach**

The Team met as a group twice monthly. Rev. Althea Smith attended most meetings and Board President, Barbara Elder, attended some meetings and was included in all communications. Our process included reviewing resources such as the UU publication, In the Interim - Strategies for Interim Ministers and Congregations, the most recent edition of Unitarian Universalist Pocket Guide edited by Rev. Susan Frederick-Gray, and the UU Transitional Ministry Handbook;

meeting with key leaders such as Keith Kron, UUA Transitions Office Director; developing a survey to gather input from a broad range of congregants; and holding multiple discussion groups to refine understanding and gather insights. The collective feedback was then analyzed to identify patterns and preferences that shaped the final recommendation.

### **Congregational Survey Results**

A survey was sent to the congregation to gauge priorities, desired ministerial qualities, and hopes for the future of the church. The 32 completed responses revealed several key insights:

- **Key Qualities for a Minister:** Congregants ranked "Congregational Leadership" as the most important quality, followed by "Inspirational Speaker," "Authentic," and "Social Justice." Other valued qualities included pastoral care and leadership in community engagement.
- **Engagement Patterns:** Long-term members prefer in-person attendance year-round, while newer members display more varied attendance patterns. This underlines the importance of adapting to diverse needs and using technology to include remote participants.
- **Desired Future Vision:** Members envision a congregation that is inclusive, diverse, and deeply engaged in social justice and environmental issues. There is a strong desire for multigenerational participation and welcoming spaces for families.

### **Group Discussions**

In addition to the survey, the Transition Team held in-depth group discussions to explore the congregation's needs further. These sessions were focused on understanding how the congregation perceives change and the qualities needed in the next minister. Key findings included:

- **Leadership in Congregational Change:** Participants emphasized the importance of adapting to new leadership and maintaining a welcoming environment for change.
- **Ministerial Functions:** Several ministerial functions were identified as essential, including representing the church in the wider community, inspiring leadership among congregants, providing pastoral care, and ensuring regular Sunday services.
- **Ministerial Models:** Discussions highlighted the pros and cons of various ministerial models, including Developmental, Contract, Interim, Shared, and Settled ministers. The consensus was that a **Developmental Minister** would best suit the congregation's long-term needs, offering continuity and growth over a 5-7 year period.

### **Recommendation for a Developmental Minister**

Ultimately, in a report dated June 3, 2024, the Team recommended a **Developmental Minister** for the following reasons:

- **Focus on Long-Term Congregational Growth:** A Developmental Minister can work with the congregation over a period of 5-7 years to support sustained cultural change and growth.
- **Full-Time Commitment:** Given the congregation's needs, a full-time minister is considered essential for guiding the community through key areas, including social justice, leadership, pastoral care, and faith development.

- **Priority Areas:** The Team identified five key functions that should be prioritized for the new minister:
  1. **Community Leadership:** The minister should actively represent the church and foster relationships with local organizations, engaging in outreach efforts for social justice and environmental issues.
  2. **Congregational Leadership and Lay Leadership Development:** The minister should inspire and support lay leadership, working collaboratively with the congregation to sustain and grow the church's mission and vision.
  3. **Pastoral Care:** This includes visiting members, offering counseling, and supporting the congregation during personal or community challenges.
  4. **Sunday Services:** The new minister should deliver regular, inspirational Sunday services, with a focus on summer presence, as this was a strong preference.
  5. **Faith Formation:** Leading or facilitating opportunities for adult faith development and reestablishing a children's faith formation program.

### **Other Ministerial Functions**

Other ministerial functions discussed, but not prioritized, included staff management, financial oversight, and business administration. The Team suggested that these areas could be handled more effectively by lay leaders or staff, with the minister focusing on core functions related to spiritual leadership, community engagement, and faith formation.

### **Challenges and Concerns Identified in the Survey**

The survey also highlighted several challenges facing the congregation:

- **Leadership and Decision-Making:** There are concerns regarding inclusivity in decision-making and transparency within the congregation's leadership structures.
- **Financial Sustainability:** Members expressed a desire for clear financial plans and more robust discussions about budgeting priorities, especially around ministerial compensation and program funding.
- **Congregational Engagement:** Concerns about burnout and volunteer fatigue were noted. There is a need for balanced, sustainable participation strategies that prevent overburdening members.
- **Inclusivity and Diversity:** Efforts to create a more inclusive and diverse congregation were strongly supported, especially regarding race, gender, and sexuality.
- **Healing and Reconciliation:** Some respondents highlighted the need for healing from past conflicts within the congregation. Open dialogue and reconciliation efforts will be crucial for a positive transition.

The full Transition Team Report and Recommendation is available for review on the congregation's website or by requesting it from the office.

Respectfully submitted,  
*Kat Robinson Grieder*

## Buildings and Grounds Committee

It has been a productive year for the B and G Committee as we oversee the regular maintenance on the Meeting House and the Parsonage. Below is a list of completed projects and what is in process. There have been a lot of projects big and small completed with support and hard work of the UU community. We will be working with SCPF to update the preventative maintenance document that is always subject to review and needing updates.

I would like to recognize Paul Stewart for all his work, knowledge, and coordination to facilitate so many of the projects. I would also like to thank Joanne Polster, David Hall, and Jim Sulzer for your dedication and work around the Garden, Parsonage, and Meeting House.

A special thank you to Alison Forsgren for playing such a key role in the office renovation, coordinating the building, and fire inspections.

### **Projects Completed**

- Resetting brick path by remembrance garden
- Removing Girl Scout box and resetting bricks in front of sanctuary
- Powerwash wheelchair accessible ramp (SCPF paid to have the Meeting House power-washed)
- Replace/ fix office windows
- Purchase and installation of new storm windows in office
- Office remodel: Removal of shelves, painting, carpet installation and general reorganizing and remodeling of this important space
- Mowing and maintenance Remembrance Garden
- Install more electrical outlets in tower to comply with fire safety
- Repair latch on Hendrix Hall French doors to avoid doors blowing open.

### **Projects in Process**

- Install handrail to the outside back entrance of AR
- Install a garbage bin for parsonage
- Installing handicap accessibility signs
- Construction of outdoor tool closet
- Install handrails for tower stairs
- Install smoke detector understairs near heating system

### **Projects to be discussed**

- Install auxiliary fire panel near entrance
- Coordinate to have American Tower Corp install Halon Gas warning light
- Installation of flagpole
- Update Meeting House Preservation and Maintenance Document (B & G, SCPF)

Respectfully submitted,

*Chris Hanson*

Chair



## Parsonage Committee

After the extensive renovation done in 2023 (exterior painting, interior repair and painting, full window repair, new storm windows, etc, etc), the pace of Parsonage renovation slowed down in 2024. There were some minor repairs (plumbing) and the upgrade of the smoke/CO alarm system.

We are still waiting for work to be done on the foundation sills. On both sides of the house, a section of the sill is in need of repair/replacement. Finding a worker to commit to this job has been a challenge, but we hope to get this work done soon in 2025.

Members of the Parsonage Committee: Nancy Mack, Jim Sulzer (co-chairs), Paul Stewart, Rob Dunbar

Respectfully submitted,

*Jim Sulzer*

## Remembrance Garden Committee

- In general, the garden plantings flourished well this year. However, three bushes in the north bed did not make it through the winter and were removed and replaced with perennials. The pink "Prospero" Dahlias were again planted in the south bed and thrived.
- The small area in front of the parsonage was cleaned up and planted with two dwarf Blue Spruce bushes.
- At the front of the church two Japanese Maples were planted in large pots that were donated and then underplanted with colorful impatiens. Comments were very positive regarding these new plantings. They will stay through the winter. When the underplanting died off it was replaced with boughs of greenery.
- A few volunteers worked sporadically over the summer in the garden weeding, cleaning out the beds, trimming around the remembrance stones and deadheading. The Building Committee cared for the lawn with weekly mowing.
- In the fall a gardener was engaged to do the necessary pruning and haul away the brush.
- The tall hedge on the south side of the garden belongs to the neighbors and must be pruned annually as it shades out the flower bed. Again, this year the neighbor's gardeners did an excellent pruning job it.
- The brick pathway in the garden area was extensively repaired and relayed. Kudos to Chris Hanson for his backbreaking work on this and Joanne Polster's leadership on the project.
- A railing will be installed at the steps going down to the Activities Room from the garden. To do so the Alberta Spruce to the right of the steps will be removed. This work is tentatively scheduled for March 2025.

The main issue facing the garden at the moment is maintenance. It has been difficult to find dedicated volunteers to consistently care for the garden throughout the growing season. The person in charge of this is stepping down. It has been suggested that the church consider hiring someone parttime to care for the garden spending 3-4 hours per month including a spring and fall cleanup. The garden committee would continue to monitor the plants and replace and/or add new plantings as necessary and handle requests for remembrance stones or bricks in the garden.

Respectfully submitted,

*Nancy Mack*

*Joanne Polster*

## Remembrance Garden Maintenance

Approximately 3-4 hours per month April-November

- Spring cleanup
- Weeding the beds
- Spreading mulch
- Tying back daffodils
- Dead heading
- Cleaning the birdbath
- Watering planters in front of church
- Sweeping path as needed
- Tying up Dahlias
- Pruning
- Hauling away debris
- Weeding small planting area at front of parsonage
- Fall clean up

## Building Committee Responsibility

- Lawn maintenance
  - Weekly mowing
  - Liming
  - Fertilizing
  - Edging
  - Aerating
  - Leaf raking and removal
  - Window boxes
- Leaf removal and weeding in driveway area
- Maintenance of private parsonage garden area around porch

## Docent Report

For the second summer in a row, there were no Covid warnings posted by the Nantucket Board of Health, so we were free to open up the sanctuary to the public as we did in pre-Covid years. Visitors could enter without having to wear a mask or show their vaccination card. Hopefully this confirms that we may have seen the last of Covid!

We opened to the public in July and August with Peter Richards and Jim Sulzer covering July, and Paul Stewart covering August. Docenting ended on September 2nd. We were open Wednesdays through Saturdays, from 10am-2pm.

Docents this summer were Peter Richards, Paul Stewart, Jim Sulzer, and for one morning --Judy Norkin and Michael Baron took a turn again to better acquaint themselves with our system with hopes of becoming regular docents next summer.

We are always looking for new docents every summer. It is a rewarding experience spending a couple of hours meeting people from all over our country and the world. Visitors are very much taken in by the beauty of our sanctuary and are so pleased that they stopped in to take a look. We hope you might wish to consider becoming a docent volunteer for next summer. We would love to have you join us!

*Peter H. Richards*

## Weddings and Memorials

*March 24 - Memorial Service for John Brady*  
*June 1 - Memorial Service for Lora Stewart*  
*June 7 - Wedding Service for Peri Schaut & Jared Tokarz*  
*June 13 - Baccalaureate for Nantucket High School*  
*June 29 - Memorial Service for Lucille Jordan*  
*June 30 - Whitney Delphos & Jeffrey Legault*  
*July 4 - Reading of the Declaration of Independence & The Bill of Rights*  
*July 13 - Memorial Service for Carl Borchert*  
*August 24 - Wedding for McKayla Blanch & Brendon Doyle*  
*August 31 - Bat Mitzvah for Ellie Mendel*  
*September 7 - Wedding for Lexi Bravler*  
*September 14 - Wedding for Emily Kronau & Michael Ford*  
*September 21 - Wedding for Emily Weinberg & Daniel Martin*  
*October 5 - Wedding for Rebecca Ranson & Trevor Marsh*  
*December 15 - Memorial for Burr Tupper*

Respectfully submitted,  
*Alison Forsgren, Office Administrator*

## Groups Sharing our space

Our Church shares Hendrix Hall, the Activities Room, the kitchen and bathrooms with four Nantucket Prayer Groups, the Adult Children of Alcoholics and, for a time this summer, Alcoholics Anonymous.

Friday afternoons from late June through August, Mosque of the Ocean worship here. They have been with us the longest of the groups.

Sunday afternoon and Wednesday evenings, the Fountain of Light worship here. They have been with us the second longest.

Tuesday and Saturday evenings, Iglesia Nantucket – a new name for them – worship here.

Sunday evenings Abundant Grace Ministries are here. For part of the year, they were here Thursday evenings as well, but are now only coming Sunday.

Monday and Wednesday the ACA meets in the AR.

I have now met representatives of each of the groups. I have asked each group to take a photo of either their group or their spiritual leader to put on our bulletin board. Now that we have met, I see them everywhere! They all are thankful and appreciative to us for providing a place for them to worship.

*Alison K. Forsgren*

## FUNdraising

### July 4th Event – Arlene Hogan

The 2024 Annual Reading of the Declaration of Independence at the UU Meeting House was a well attended and much appreciated event. For many, it marked an annual iconic tradition. For others, it was a first time experience that left them moved and vowing to return next year.

Despite a challenging start with the passing of Lora Stewart for whom this event held a special fondness and personal dedication, the team of Jack Weinhold, Cynthia Csabay, Lydia Sussex, Rob Baxter and Arlene Hogan pulled together to produce and deliver a dynamic program worthy of its hallowed setting.



Program highlights included securing Nathaniel Philbrick as opening and closing speaker, Jim Sulzer's talent as master of ceremonies, Cynthia Csabay's program expertise and leadership, and Jack Weinhold's fundraising efforts and coordination with NCTV.

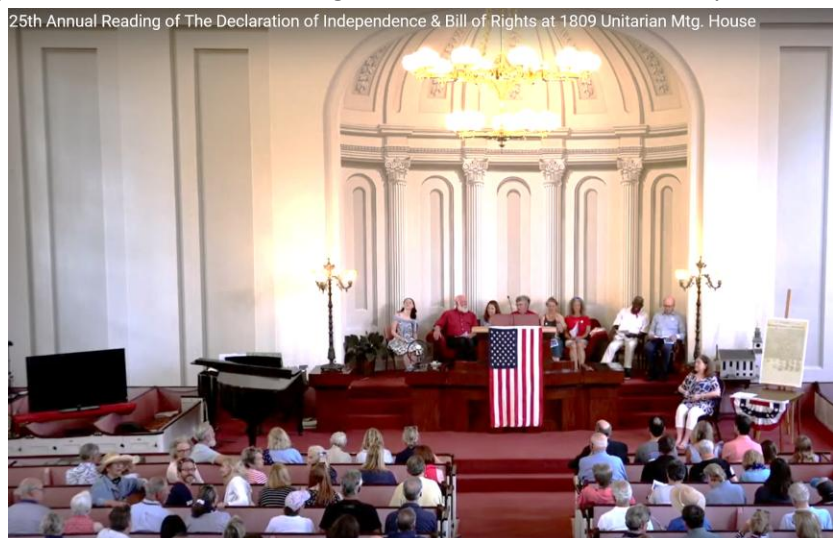
While numbers are not precise, it is safe to assume that attendance exceeded 400. With a later than optimal start in requesting underwriting solicitations (mainly by Jack and Arlene), we were turned down by several on Island businesses due to their having already awarded their donations for 2024.

As the Board of Trustees considers programs for 2025, it is this team's sincere hope that the July 4th Reading of the Declaration of Independence will continue and grow. Nathaniel Philbrick already volunteered himself for 2025.

I am confident that the team will hang together and warmly welcome any new volunteers.

Once this event is green lighted, letters will be sent to those agencies that require early application. We will begin formal meetings during the first week of February, reviewing what worked and what needed improvement from last year. Perhaps more than ever, this event will once again serve as a beacon of hope even in swirling political chaos.

Sincerely,  
*Arlene Hogan*



## Silent Auction

The Silent Auction team was made up of Jane Bourette, Carol Benchley, Kathy Stevens, Alison Forsgren, Nancy Adrian, and Deirdre Duffy. Kathy Tyrer distributed the posters around town as she did last year. The team split up the responsibilities and activities without having a chairperson. Most of the team members were active for the 2023 Silent Auction. There were several major changes we implemented for 2024 event. We moved the date of the auction, specially asked businesses for items which could be part of a package, spent more money on targeted advertising and concentrated more of our efforts on getting more expensive items.

We decided to move the date of the Silent Auction earlier to July 10-13 with a 10-day preview. We also reduced the number of days to bid from 5 to 3. We felt that mid-August was too late for the bidders to enjoy the unique Nantucket experiences we were offering as items. This allowed for local businesses to be contacted earlier before their busy selling season and encouraged to donate items that could be redeemed in the summer of 2024.

The auction featured fewer items but more high value items which included several packages of Nantucket, Boston and Cape Cod experiences. Last year 87 items were included but only 71 were bid on. This year 61 items were part of the catalog and 56 items were bid on.

Auctria software was used again this year and the add-on Auctria Launch was purchased as well. The team appreciated the work and help the Auctria Launch personnel added allowing us to concentrate on finding donors and advertising to increase the number of bidders rather than working on the Auctria software.

We also had an increase in registrations this year (112 vs 70 last year) as well as bidders. Of the 112 participants, 55 bid at least once. The net income also increased from roughly \$11,500 in 2023 to around \$13,800 in 2024.

The Silent Auction team were very happy with the results of the 2024 Auction and enjoyed offering unique and fun catalog items.

Respectfully submitted,

*Deirdre Duffy*

## Noonday Concert Report

We were fortunate to hold the Noonday Concert Series once again in our historic and beautiful sanctuary. There were a total of seven concerts beginning on July 18 and held every Thursday at noon after the bell tolls 52 times. The Noonday Concerts feature our historic Goodrich organ and have grown to include other performances as well. Former UU music director Susan P. Jarrell is the founder of the Noonday Concert Series as well as the Nantucket Organ Crawl. Ten musicians performed half hour concerts, some of which were in very hot and humid temperatures. Our audiences averaged around 6 - 15 people per week. Donations (suggested only) are taken at the door and musicians are paid a small stipend. There was no real advertising for the Noonday Concerts. Next year there should be more attention given to sharing the information with the public.

Many thanks to Peter Richards, Paul Stewart, and Jim Sulzer who helped organize and facilitate the Noonday Concerts.

JULY

18 Isaiah Williams, organ

25 Susan Berman & Ray K. Saunders, vocals & guitar, original songs



## AUGUST

- 1 Nigel Goss, Anthony Healy & Friends
- 8 Miles Quick, visiting organist from England
- 15 Carson Cooman, organ
- 22 Chris Hanson & Friends
- 28 Mitch Blake, vocals & guitar

Original concept for the Noonday Concert Series:

The concept for the concert series is to provide a weekly opportunity to attend a concert, experience the main sanctuary of the church filled with music for a half an hour. The intent is to create an uncomplicated series for busy summer folks and year rounders. It is a familiar format in many city churches. The concert design is simple, allowing people to walk in off the street, come on break during their lunch, enjoy thirty minutes of musical enrichment during their busy summer time. Many churches in other places program a half an hour of music weekly in their churches to allow people to hear their historic instruments, as well as appreciate the fabulous acoustics inside their buildings. Our sanctuary has so much to offer for the musical spiritual soul - a wonderful piano, historic organ and beautiful acoustics. The goal of the concerts is to serve a thriving downtown summer population and provide momentary calmness, enjoyment and serenity in our sanctuary with music.

Respectfully submitted,  
*Barbara Elder*

## Summer Quilt Raffle



Our summer 2024 Quilt Raffle featured embroidered iconic images of our island. Raffle tickets were sold on Tuesdays and Saturdays, 10am-1pm during July and August, on Main Street in front of Erica Wilson's: \$10 each or 3 for \$25.

Proceeds supported the Nantucket Unitarian Meeting House. This quilt was created by: Alison Forsgren, Emma Young, Joanne Polster, Kat Robinson-Grieder, Lora Stewart, Polly Miller, Suse Robinson, and Susan Kirk.

Net funds raised: \$2,472

Submitted by  
*Susan Kirk*

## Fall Quilt Raffle and Craft Sale

Our Fall 2024 Quilt Raffle and craft sale was held at Our Island Fair September 21-22. Proceeds supported our Social Justice Work in the community. The quilt featured squares of colorful hearts and was created by Susan Kirk. Tickets were \$5 each or 3 for \$10.

Net funds raised: \$533.37

Submitted by *Susan Kirk*





## Holiday Crafts Sale

The Holiday Craft Sale was held as a pop-up Clearance Sale at coffee hour this year.

## Lay Led Service Committee

The Lay Led Committee currently consists of Kat Robinson Grieder and Susan Richards. Val Hall was an active member until she moved off island in April.

Our Committee is grateful to Val for all of her years of work on our committee, not to mention her work on other committees including the Board of Trustees and 2 years as the President of the BOT. And of course Val single handedly kept Coffee Hour going for many years. Thank you, Val!

In 2024 our Committee also received support from Joanne Polster and Paul Stewart.

This committee met monthly to discuss service schedules as well as service content and to brainstorm challenges. The subject of a Worship Committee was discussed several times. Rev Althea is taking the lead on this and trying to organize a Worship Committee which would involve all aspects of the weekly service. Layled could be part of this Committee as well.

The Lay Led Committee thanks all of our leaders and guest speakers throughout the year along with all who stepped forward to help with greeting, ushering and all aspects of each service. Special thanks to our Coffee Hour team of Anne Perkins, Susan Kirk, and Carol Benchley and all your support folks!

The Lay Led Committee is very grateful to those who support us throughout each service - Deirdre Duffy, our trusty tech support person, Leyah Jensen, our Youth Services Director who reads a mean Story for All Ages every week, and of course our terrific Music Director Nigel Goss ... Thank you all for your patience and flexibility with us Lay Leaders!

There were 17 Lay Led Services in 2024. They were:

- **January 28th** - "The Work We Do" - a shortened service before the Annual Meeting -Led by the Board of Trustees
- **February 11th** - History of Hendrix Hall Part II with Susan as leader and Paul Stewart as speaker
- **February 18th** - Personalizing the 7th Principle with Kat Robinson Grieder as leader and Jack Weinhold at speaker
- **February 25th** - Vampires, Superheroes and Star Wars - A Tribute to Danny - Led by Val Hall
- **March 3rd** - The Five Jagged Rocks of UUism - Led by Kat Robinson Grieder
- **March 31st** - Rising in Love from Seed to Flower – Led by Kat Robinson Grieder and Susan Richards
- **April 7th** - What is Eco-spirituality? With dirt communion - Led by Susan Richards
- **April 14th** - Rooted in the Community; The UU Church on Nantucket - Led by Kat Robinson Grieder with Speaker James Grieder
- **May 19th** - Congregational Discussion - Led by Kat Robinson Grieder
- **April 28th** - The Worth of a Single Stone - Led by Susan Richards and Speaker Wren Bellevance-Grace
- **June 2nd** - Famous UUsers - Led by Susan Richards with Speakers Peter and Parker Richards
- **June 30th** - Transitions and Transformations - Led by Kat Robinson Grieder
- **July 28th** - Our Animal Companions - The Beings with whom we Share the Planet - Led by Susan Richards

- **Sept 29th** - The Call of the New Year (Rosh Hashanah) - Led by Kat Robinson Grieder with Speaker Rabbi Bretton Granatoor
- **Oct 27th** - Sustaining Democracy in a Changing World - Led by Susan Richards with Speaker Peter Panchy
- **Dec 15th** - Jolabokafloð! - Led by Susan Richards
- **Dec 22nd** - Winter Solstice - Led by Kat Robinson Grieder

The Lay Led Committee welcomes new members and is happy to speak with anyone who has questions about our Committee.

Respectfully submitted - *Susan Richards*

## Shawl Ministry

### **Quoted from the 2023 Annual Report:**

“2023 marked the 10th anniversary of the Shawl Ministry that Lora Stewart started when she joined the church in 2013. Under the umbrella of the Caring Team, the Shawl Ministry is dedicated to knitting and crocheting shawls for Meeting House congregants, as well as their loved ones, friends and acquaintances who are facing illness, bereavement or other challenges. Once again, members of the Saturday morning Craft Group [and others] have “stepped up” and knit enough beautiful shawls to meet the need this year. The Craft Group calls them “comfort shawls” and, indeed there is love and intended comfort instilled in each stitch by these ambassadors of the congregation. In 2023, we gave away four shawls bring our total to 96 to date.”

Lora passed away unexpectedly on March 18, 2024. Continuing Lora's leadership and sensitivity to the needs of the congregation, a group of knitters have tried to maintain its commitment to the UU community. In 2024 we gave two shawls to a UU member and to a family relative of a member. From 2013, when the ministry started, to December 2024, we have donated 98 shawls in all.

We have several shawls in the works and an inventory of nine completed ones. Shawls are very easy to knit. If you are interested in contributing to our ready stash of shawls, we have yarn to use (donated in memory of Lora). You provide the loving labor.

*Joanne and Paul (and Lora from 2023)*

## 7<sup>th</sup> Principle (Social Action)

### Animal Ministry

Our third full year of ministry was another quiet one. We helped coordinate and lead four animal/environmental themed services. They were:

- April 7th - What is Eco-Spirituality? - with Dirt Communion Led by Susan Richards
- June 2nd - Famous UUsers (Beatrix Potter) - Led by Susan Richards
- July 28th - Our Animal Companions - The Beings with Whom We Share this Planet - Led by Susan Richards
- October 6th - Animal Blessing - Led by Rev Althea with support from the Animal Ministry Team



At the 2024 General Assembly our two delegates helped to vote in two changes to Article Two that involved our feelings and actions towards animals and our environment. Here are the two passages from the voted in Article Two:

- **Interdependence.** We honor the interdependent web of all existence. With reverence for the great web of life and with humility, we acknowledge our place in it.
- **We covenant** to protect Earth and all beings from exploitation. We will create and nurture sustainable relationships of care and respect, mutuality and justice. We will work to repair harm and damaged relationships.

During the winter we had two vegetarian potlucks - We hope to have more in the winter of 2025.

We continue to regularly share Animal Ministry news in our UU eblasts.

We helped coordinate and support our very popular annual Blessing of the Animals in early October with the proceeds of the plate passing going to our local animal shelter, NiSHA.

We're hoping to become more active as an Animal Ministry in 2025, continuing our vegetarian potlucks and animal/environment-themed services along with maintaining the tradition of our Blessing of the Animals, while hopefully expanding to include a community service event or two.

If you are interested in being a part of our ministry, or have questions or suggestions, please feel free to contact me at [susanoncobble@gmail.com](mailto:susanoncobble@gmail.com) . If you'd like to learn more about the National UUAnimal Ministry, here's the link: <https://www.uuam.org/>

With respect for the inherent worth and dignity of every being, this report is submitted by  
*Susan Richards*

### Immigrant Resource Center

This is an update as to where I believe the pieces of the IRC stand as of December 24, 2024. There was a lot of confusion after Reverend Linda Simmons left and several members who had been involved left for other commitments or retired for various reasons. Everything came to a standstill and nobody was in place to pick up the pieces. Years ago, Maria Partida and I helped get driving licenses for people who did not have social security numbers. About that time, the idea for the IRC evolved. Maria stayed involved and I did not; other than to be a sounding board.

Maria Partida has a cell phone that was the helpline for IRC but that does not work any longer. The IRC originally received a generous grant during Covid but most of those funds have been distributed. At once point IRC had enough volunteers to have a drop-in time at our church. Maria Partida was given a phone and had been taking calls, some of which required immediate response to emergencies such as abuse, need for food, reassurance and referral to agencies equipped to handle different situations, and referrals for people who needed pro-bono legal assistance.

Maria Partida and I met a few weeks ago with our new police chief and talked about scenarios to help the immigrant community deal with possible issues involving deportations. For the moment, we have decided to try to bring calm and information to people directly through meetings at local churches rather than public spaces. Maria is handling this. We discussed having a larger meeting sometime in early 2025 once we have a better handle on what the new administration has in mind for deportation. The police chief would like to join us in a meeting to talk about this and also bring a bi-lingual person from one of the agencies here that deal with mental health. She was very supportive. We may need to pay for a large enough space such as the VFW hall.

It is my understanding there is a small amount of money left from the original grant from the Community Foundation\*. We were also approached last year with the offer of a possible small grant from a local church should we get our organization back off the ground. There are apparently issues about running grant money through the church that we have to sort out. In addition, we have a Facebook page that nobody seems to know how to update. There is incorrect information on it.

In the meantime, Maria Partida has been talking to the minister at Faro de Luz. They are interested in trying to help in some way in the future. They are a natural fit as their church is El Salvadorian and everyone speaks Spanish while we do not. At the same time, we would hope our church might be open in the future for any meetings we might deem to be appropriate and need our kind of space.

While all of the above seems a total mess, there is work to be done to revive what we feel we can actually accomplish. Cindy Garrison assures us there are lawyers out there who will work pro-bono and that is huge. The need for counseling is something we are not equipped to do but we can refer. The bad news is that the counselors on Nantucket are already stretched extremely thin and private therapy is way beyond the reach of most people. The good news is that we can eventually re-group and morph into something positive and something realistic. Fear is one of the greatest enemies and we have to have hope.

#### ISSUES TO RESOLVE:

- 1) Find out who originally set up the Facebook page and amend it.
- 2) We do not have anyone on our committee that now seems to be only Polly Miller and Maria Partida (with help from Reverend Althea when she returns from vacation) who is a qualified professional with the ability to vet someone who needs financial assistance. Maria is hoping to talk with the Interfaith Council to see if Nantucket Food, Fuel Rental Assistance to see if they already help the immigrant population.
- 3) We do not actually know who is holding any leftover money\* and what we should do with it. It is possible to give it back to the Community Fund. It might be possible to use it to rent a large space with parking like the VFW. We need to know exactly how much is left, how we can use it and if we should return it.
- 4) We do not have any professional on what is left of our Committee to give any money out to anyone who says they need it; however, we can give the names of organizations that may be able to help,
- 5) We probably do not have the volunteers at the moment at the UU church to open our doors even once a week for people to bring us their problems, nor do we have volunteers proficient in different languages other than English except for Maria. We can possibly resurrect the phone if someone is willing to answer it and be able to guide someone to the right person to help.
- 6) We can find out if Faro de Luz can partner with us in trying to get the word out to the immigrant community about where to go for help. Maria has spoken with them and they seem receptive but we do not know to what extent until we get more organized again.
- 7) We can possibly refer people with legal problems to a pro-bono lawyer, but we have to make sure we speak with that lawyer before we do this or give the information to another entity like Faro de Luz. Cindy Garrison told me she has spoken with someone and has assurance this is still a viable option.

Submitted by: *Polly Miller*

[\*Treasurer's note on IRC: There is \$3,718.74 in a separate account \*3260 at Bank of America under our (UU) name but currently restricted by us for the IRC. I'm not sure about whether that money was left over from one or more grants (there were many over 2018 – 2022, most of which were used completely) or just the remaining balance of contributions from individuals.]

### The Warming Place

The Warming Place, Nantucket's only shelter for our chronically unhoused, has provided ongoing support for our overnight shelter since we opened in December of 2023.

The Warming Place needed a location to provide shelter for Sunday nights. Our congregation stepped up to offer our Activities Room. This ensured shelter for our unhoused community for seven nights a week during five of our coldest months.

Even though the Warming Place has is not using the Activities Room this calendar year, our congregation has continued to support its mission. The office receives our mail. We have held meetings in the AR. A special donation plate was passed during December. And last, but certainly not least, some of our 'guests' are keeping warm in some snappy hats and scarves knitted by our crafts group.

We at The Warming Place are grateful for all the support we have received from our congregation.

Submitted by: *Carol Benchley*

### Committee on Ministry

The Committee on Ministry's role is, to quote from our constitution: ...oversee the quality of ministry provided by the Minister and by the congregation as a whole. It serves as a communication channel between the congregation and the Minister in furtherance of the Minister's role, and consults with the Minister about the ministry of the congregation as a whole. The Committee's broad goal is to maintain a positive congregational environment, facilitating the reconciliation of people who desire to remain in relationship with one another. The Committee discourages anonymous submission of a concern, although discussion may begin with identities undisclosed. Members or friends of the congregation are encouraged to discuss any concerns they might have with regard to ministry first with the Minister and then if needed with a member of the committee.

We, as a committee, have met with Rev Althea on numerous occasions over the past year. Some of our meetings have been challenging, but always fruitful. As a working group, I feel that we have learned to trust each other, as well as to consider different perspectives.

In 2024 COM members have been Carol Benchley, Loretta Middleton and Jim Sulzer. We have met with Rev. Dr. Althea Smith and President Barbara Elder in person and over Zoom. We have received Rev. Althea's self evaluation and we have evaluated her performance in accordance with UUA guidelines. In discussions with congregants we learned of concerns and wishes. We worked with Rev. Althea to address these issues with love and support her ministry to our congregation. Rev. Althea is preparing us to find our next minister. May we have open minds and open hearts as we open doors to possibilities.

Submitted by: *Carol Benchley and Loretta Middleton*

## Website Committee

The website group, which was comprised of Rosemary McLaughlin, Rob Baxter, Arlene Hogan and Deirdre Duffy, started our work trying to identify what changes we thought were necessary to update the website and make it look more appealing to the people who visit our website. There had not been work done on the website in quite a few years.

We wanted to start by creating a document which outlined the small changes we could make quickly to the look of several areas of the website namely the home page. We reformatted the home page to make it look neater and be more consistent with shapes, font sizes and fonts. It was determined that there was no longer a need to use PayPal so we deleted that functionality.

The group coordinated with the July 4<sup>th</sup> team to add the appropriate 4<sup>th</sup> of July event webpage which displayed information about the event and eventually produced a link to a recording of the event.

We documented the interactions between the office manager and the website. We investigated and outlined the potential issues to making significant changes to the website. In the end, we were not able to spend as much time and therefore did not complete as many of our changes as we would have liked. There is much to do in 2025.

*Deirdre Duffy*

## Membership Committee

In this year of change within our congregation, a part of the Membership Committee aka Growing Connections Between Friends and Members, provided a winter of social activities on Friday nights including potluck and movie nights. With the unfortunate loss of one of the main organizers of these events, Lora Stewart, the Friday night church activities became inactive. Due to travel and difficulty with summer scheduling, there was also no in-person summer member gathering. A newsletter was created in its place to help inform the congregation of our progress and activities.

There are three activities that are presently happening for our membership:

- Susan Richards hosts a virtual online Wednesday Tea Social at 4 pm which is greatly appreciated by our members. Everyone is welcome to join!
- In January, Kathy Stevens will host three Friday night circle dinners at Sherburne Commons for members. Everyone is invited to sign up.
- Kat Robinson Grieder hosts the Crafting Group on Saturday mornings at 10 am (in person and virtual) for anyone who would like to participate.

Respectfully submitted,

*Barbara Elder* for the Membership Committee



## Pledge Campaign Committee

The pledges made to our church in the fall informs the Finance Committee for our next year's budget. Since the work by the two committees is done simultaneously, we look to the previous year for our best guesstimates.

The Pledge Committee included Barbara Elder, Randi Allfather, Susan and Peter Richards, and was helped by Paul Stewart who was the keeper of the Pledge information of past years. Paul also helped by printing out the pledge letters and envelopes and the thank you letters. Randi Allfather is the pleasant and kind voice you hear in our follow-up calls. Thank you to everyone who has helped with this campaign!

The committee began work in August. In early October, we sent out 90 letters. Some were returned with incorrect addresses. We are aware that our pledge mailing list and our membership list (on the website) are in need of updating.

In November, an anonymous donor graciously offered a dollar for dollar pledge matching campaign once we exceeded \$50,000 up to \$25,000. As of 01/10/2025 we have received 45 pledges to date for 2025 totaling \$55,675. In 2024 at this time, we had received only 30 pledges totaling \$44,731. We hope this indicates that there will be more pledges coming in to help with the matching campaign. However, it is not clear at this moment if we will reach our goal which is \$100,000 including the matches. The donor has also generously agreed that gifts may count toward the match and that will help us to get closer.

We continue to receive a slow flow of pledges. After the annual meeting we will send an encouraging reminder to pledge to those who have pledged in the past but not this year. If you have not yet turned in your 2025 pledge, we ask that you do so by notifying Alison Forsgren, our office administrator, at [office@UnitarianChurchNantucket.org](mailto:office@UnitarianChurchNantucket.org).

If you have already sent in your pledge, we thank you for your generous support! It takes all of us to support the Meeting House, our fine staff, the work within our congregation, and our work in the wider community. Your commitment and pledge each add up to make a difference and are very much appreciated.

Respectful submitted,  
*Barbara Elder*

## South Church Preservation Fund

### 2024 Board of Directors

Christine Sanford, Chair. [ccsanford48@gmail.com](mailto:ccsanford48@gmail.com) 508-221-7344

Affiliation: UU Member, Term ends 2024

Chris Hanson, Treasurer. [chrishansonmusic@gmail.com](mailto:chrishansonmusic@gmail.com) 831-246-0941

Affiliation: UU Member, Term ends 2026

Polly Miller, Clerk. [Pollymiller1@comcast.net](mailto:Pollymiller1@comcast.net) 508-221-8499

Affiliation: UU Member, Term ends 2025

Susan Hochwald – [seas527@comcast.net](mailto:seas527@comcast.net) 508-257-9742

Affiliation: Shirat HaYam, Term ends 2025

Bob Middleton [Robertjmiddletonjr@gmail.com](mailto:Robertjmiddletonjr@gmail.com) 978-8351246

Affiliation: UU Member, Term ends 2026

Mary Bergman [mbergman@nantucketpreservation.org](mailto:mbergman@nantucketpreservation.org) 508 228 2010

Affiliation: Independent, Term ends 2026

Advisors:

Angus MacLeod	<a href="mailto:angusonack@gmail.com">angusonack@gmail.com</a>	508-257-6789
Paul Stewart	<a href="mailto:Paul@PLPDD.com">Paul@PLPDD.com</a>	978 289 8840
Jack Weinhold	<a href="mailto:JackWeinhold@gmail.com">JackWeinhold@gmail.com</a>	508 228 5242
Craig Spery	<a href="mailto:craigspery@aol.com">craigspery@aol.com</a>	562-858-3214

1. Current balance at Nantucket Bank: \$53,252.00. As of 12/9/24 SCPF is awaiting CPC grant reimbursement of \$27,500.00
2. Fundraising donations as of 12/9/24 = \$4,872.00.
3. In May SCPF funded \$1,400.00 to have the front and part of the north side of the building power-washed.
4. July 1, 2024, a Grant Agreement between the Community Preservation Committee of Nantucket, MA and the Town of Nantucket, MA and South Church Preservation Fund was signed to fund the bell hanger replacement project in the amount of \$55,000.
5. Phase One of Bell Hanger Project was completed in October. Phase 2 (final) to be completed in April 2025.
6. David Barham has been in conversation with Nantucket Historical Association in regard to storage of SCPF Sanctuary template archives. Joanne Polster helped David with copies of the archives stored in the Parsonage.
7. Spring of 2025 the Sanctuary windows need to be washed. We are waiting to hear back from Jonathan Miles Window Cleaning & John Bailey Window Cleaning.
8. Adam Zanelli has been contacted to inspect the front and Hendrix Hall side windows for possible reconditioning. If he determines that it is necessary SCPF will apply for CPC 2026 grant funding.

**Article 2**  
**Board of Directors**

The board of trustees of the Society shall nominate a board of directors of the Fund, who shall then be elected by a majority vote of the members of the Society at a called meeting. The board of directors shall consist of no fewer than seven (7) and no more than eleven (11) members, of whom a minority may be nonmembers of the Society. The directors shall be elected for staggered terms of three years. Vacancies occurring on the board of directors due to an uncompleted term may be filled by the board of trustees of the Society at any of its meetings. .

**Nominees for Director for term 2025 – 2027**

Christine Sanford	as above	Affiliation: UU Member
David Barham	<a href="mailto:David@wading-bird.com">David@wading-bird.com</a>	Affiliation: UU Member
Nick Miller	<a href="mailto:gnicholasmiller@gmail.com">gnicholasmiller@gmail.com</a>	Affiliation: UU Friend
Matt Maryanski	<a href="mailto:mattmski65@gmail.com">mattmski65@gmail.com</a> 617 435 8194	Affiliation: Independent

Election of nominees would result in 5 Society members and 4 others, consistent with the SCPF Bylaws as above.

Respectfully submitted by:  
*Christine Sanford*, chair, SCPF

## Treasurer's Report

From a financial point of view, we have had another very good year.  
Our bank and brokerage assets are listed here:

	Column: B	C	D	E	F	S	AF	AS	BE
Row:	<b>All Financial Assets at</b>	<b>Institutions</b>	<b>Account</b>	<b>Start Jan '20</b>	<b>Start Jan '21</b>	<b>Start Jan '22</b>	<b>Start Jan '23</b>	<b>Start Jan '24</b>	<b>End Dec '24</b>
	<b>Amounts directly from statements</b>		<b>'As of' date:</b>	<b>1/1/2020</b>	<b>1/1/2021</b>	<b>1/1/2022</b>	<b>1/1/2023</b>	<b>1/1/2024</b>	<b>12/31/2024</b>
5	IRC Restricted Fund	Bank of America *3260	Immigrant Res. Ctr.	opened 1/21, asleep 9/23	\$ 12,836	\$ 8,780	\$ 3,719	\$ 3,719	
10	General Operating \$\$	Bank of America *6218	Main Checking	opened 2020	\$ 35,779	\$ 132,628	\$ 96,176	\$ 41,106	\$ 26,672
11	General Operating \$\$	Bank of America *5490	Debit Card	opened 2020	\$ 11,326	\$ 9,094	\$ 7,005	\$ 6,726	\$ 4,930
12	General Operating \$\$	Rockland Trust/NanBank	Checking		\$ 198,829	\$ 168,551	\$ 99,158	\$ 102,730	\$ 73,716
13	General Operating \$\$	Subtotal (w/Funds)	Rows 10:12		\$ 198,829	\$ 215,656	\$ 240,880	\$ 205,911	\$ 121,548
14	Unrestricted Reserves	UUCOMMON ENDOW FUND	est. 2/2015 \$100K		\$ 130,458	\$ 150,096	\$ 161,742	\$ 127,272	
15	Unrestricted Reserves	Vanguard ex. Bequests	most		\$ 1,590,170	\$ 1,953,598	\$ 2,075,319	\$ 1,636,342	\$ 1,963,873
16	Unrestricted Reserves	Vanguard Bequests	VUSXX MM	2/2024 Duncombe \$130,662.98 + 3/2024 Anonymous \$7,014.42:					\$ 143,929
17	Subtotal Unrestricted Reserves	Rows 14:16			\$ 1,720,628	\$ 2,103,694	\$ 2,237,061	\$ 1,763,614	\$ 1,963,873
18	Subtotal all Unrestricted (include General Op \$\$)	Rows 10:16			\$ 1,919,457	\$ 2,335,381	\$ 2,477,941	\$ 1,969,525	\$ 2,085,420
19	Restricted Reserves	TIAA Nuveen *8788	Organ Maintenance		\$ 82,863	\$ 91,839	\$ 98,103	\$ 85,680	\$ 94,714
20	Restricted Reserves	Vanguard VDIGX	Organ Maintenance	Move and open in 2025					
21	Subtotal Restricted Accounts (separate accounts)	Rows 5:9 + 19:20			\$ 82,863	\$ 107,870	\$ 130,423	\$ 94,460	\$ 98,433
22	Subtotal all above	Rows 5:20			\$ 2,002,320	\$ 2,427,220	\$ 2,608,364	\$ 2,063,985	\$ 2,183,853
23	Subtotal all except 'IRC Restricted Fund'	Rows 10:20			\$ 2,002,320	\$ 2,411,189	\$ 2,576,043	\$ 2,055,206	\$ 2,180,134
24	vs prior visible	comparing row 23			\$ 408,869	\$ 164,854	\$ (520,838)	\$ 124,929	\$ 277,304
26									
27				<b>Start Jan '20</b>	<b>Start Jan '21</b>	<b>Start Jan '22</b>	<b>Start Jan '23</b>	<b>Start Jan '24</b>	<b>End Dec '24</b>
28	1/15/2025 10:00 AM	<b>Consumer Price Index (CPI) = Inflation</b>		256.974	260.474	278.802	296.797	306.746	315.605
29		<b>inflation vs same date prior year</b>		2.3%	1.4%	7.0%	6.5%	3.4%	2.9%
31	Sanford Trust (not ours; right to income only) BNY-Mellon			\$ 231,962	\$ 224,998	\$ 269,311	\$ 214,370	\$ 211,923	\$ 248,567

This is a complete list, we have no other financial assets (although we do have physical assets: the Meeting House, the Parsonage, some furnishings therein, and the land on which they sit).

We have no debts whatsoever, although we do have obligations as follows:

1. a lease on part of the tower to American Tower Corp for a further ~35 years,
2. a Preservation Restriction on our Meeting House, and
3. a Contract Ministerial Agreement that obligates us to certain things.

Row 22 is a good indicator of our nominal financial “net worth” (although some modest portions (~\$160K) of that are restricted to certain uses, they are all uses in furtherance of our Mission and we would want to spend that money on those purposes when needed). See the Unrestricted Reserves chart on page 31 for the historic ‘real’ value of the bulk of these assets.

What follows is a history of 2024 and details of our various accounts and reserves. If you just want to look at the 2025 recommended budget, skip ahead to page 34.

### Our 2024 ‘Books’ and Actuals

On March 24, 2024, our Business Manager Ray Haskell resigned. Ray had been working on our accounting system, our ‘books’, but had not yet gotten it back to a reliable working state (we have not had a reliable QuickBooks system since 2020 after Jeffrey Thomson farmed it out to H&R Block/S&J Bookkeeping). In April our president Barbara Elder convened a meeting with Linda Ferrantella, Adam Berman, and me to discuss rebuilding our ‘books’. Barbara brought Linda on as our temporary bookkeeper and Adam as a church accounting consultant. My role was not to design or create the new ‘books’ system but to offer input on the work as it went along (and to that end I reviewed the ‘books’ every few weeks and annotated any transactions that were missing or mis-placed). The ‘books’ system designed and built by Linda and Adam under Barbara’s direction, a combination of QuickBooks and Tithe.ly, is still under development.

Our nascent<sup>1</sup> ‘books’ are not yet accurate enough to rely on at face value, but with additional research and knowledge are very useful. I am using many of the figures from our ‘books’ after making the necessary adjustments to make our Actuals as accurate as possible and representative of our actual situation as of the end of 2024. I have passed along all those adjustments and notes to our Treasurer-nominee and Bookkeeper so they can fine-tune our ‘books’ into being reliable with less such additional work (it will always be necessary to review our books for accuracy; mistakes and misunderstandings happen and “two heads are better than one”).

Our ‘books’ are mostly reported here on a cash basis; the only exception is that our pledge income is recognized in the year the pledge is intended for. For example, pledge payments received in 2023 toward 2024 pledges were applied to the 2024 annual budget.

The 2024 annual budget Actuals are reported in the same spreadsheets as the 2024 Approved budget and 2025 Recommended budget starting on page 35. The Actuals I’m least certain of are highlighted in yellow in the budget detail pages. Our 2024 Restricted Funds Actuals are reported in the Restricted Funds table on page 33 below.

### Bequests

We were lucky enough to receive two generous unrestricted bequests in 2024. Originally the FinCom and Board voted to hold that money aside for some to-be-determined purpose, but later those groups agreed to use that money as part of the Five Year Income Increase Plan (see page 35). See the year-end value of the money from those two bequests in cell BE16 in the ‘All Financial Assets at Institutions’ table on page 29. My past practice when we received unrestricted gifts or unrestricted bequests was to book them as unrestricted gifts and count them as income in the year received. I’m still not sure of the correct way to treat these 2024 bequests, one of which is larger than any we’ve received during my terms (or if there is only one correct way), but I have followed the votes of the FinCom and Board on segregating the money from these two bequests in a money market fund for now.

What is clear to me is that the use of unrestricted gifts to the Society (including unrestricted bequests) should be up to the Society at a Congregational Meeting.

### Sharing

In 2024, as in prior years, we supported other organizations. One of the ways we do that is by “Share the Plate” (which might also be called “Give the Plate”, as we give a whole Sunday Plate collection to the recipient group). Another way is a “Special Collection” which may run for several weeks and include appeals to contribute during the week(s) it runs.

Some of these Special Collections span years, they may start in December and the money continues to be collected and then distributed in January. Here are the ones for 2024:

Event	Date(s)	Amount	Beneficiary
2023-2024 Special Collection	December 2203 - January 2024	\$ 1,006.00	Addiction Solutions of Nantucket
Animal Blessing Share-the-Plate	10/06/2024	\$ 413.00	NiSHA
2024-2025 Special Collection	December 2024 - January 2025	\$ 500.00	The Warming Place

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<sup>1</sup> Nascent: (especially of a process or organization) just coming into existence and beginning to display signs of future potential.

## Unrestricted Reserves

Referring again to the “All Financial Assets at Institutions” table on page 29, we can see that the bulk of our financial assets are in our Unrestricted Reserves (cell BE17 is ~93% of the total in cell BE22). Our Unrestricted Reserves Policy is “to maintain the real value of our Unrestricted Reserves in perpetuity, while using as much as possible, as steadily as reasonably possible, to support our congregation’s Mission”.

Here is a history of our Unrestricted Reserves from 2005 to now, adjusted for inflation.

From this we can see that our policy (instituted in 2014) has been working over the years since:

Row	Column: B	C	D	E	F	G	H
23	<b>Unrestricted Reserves, Nominal and Real, in 12/31/2024 dollars</b>						
24		<b>'Nominal', as reported (less ATC)</b>		<b>'Inflation'</b>		<b>'Real', in 12/31/2024 \$\$ (adjusted for inflation)</b>	
25	<b>As of end of</b>	<b>Unrestricted Reserves (Vanguard + UUCEF - ATC)</b>	<b>Compare to prior year</b>	<b>Consumer Price Index (CPI-u)</b>	<b>rate of Inflation vs prior</b>	<b>in 12/31/2024 \$\$</b>	<b>Compare to prior year</b>
26	12/31/2005	\$ 1,640,000		196.800		\$ 2,556,217	
27	----- several years of spending our principal -----						
28	12/31/2012	\$ 1,246,791	-24%	229.601	16.7%	\$ 1,665,708	-35%
29	12/31/2013	\$ 1,308,845	5%	233.049	1.5%	\$ 1,722,741	3%
30	12/31/2014	\$ 1,308,368	0%	234.812	0.8%	\$ 1,709,183	-1%
31	12/31/2015	\$ 1,333,163	2%	236.525	0.7%	\$ 1,728,961	1%
32	12/31/2016	\$ 1,395,649	5%	241.432	2.1%	\$ 1,773,211	3%
33	12/31/2017	\$ 1,577,136	13%	246.524	2.1%	\$ 1,962,406	11%
34	12/31/2018	\$ 1,485,469	-6%	251.233	1.9%	\$ 1,813,701	-8%
35	12/31/2019	\$ 1,720,628	16%	256.974	2.3%	\$ 2,053,888	13%
36	12/31/2020	\$ 1,985,694	15%	260.474	1.4%	\$ 2,338,444	14%
37	12/31/2021	\$ 2,131,128	7%	278.802	7.0%	\$ 2,344,728	0%
38	12/31/2022	\$ 1,636,342	-23%	296.797	6.5%	\$ 1,691,194	-28%
39	12/31/2023	\$ 1,882,073	15%	306.746	3.4%	\$ 1,882,073	11%
40	12/31/2024	\$ 2,224,698	18%	315.605	2.9%	\$ 2,162,251	15%
41	<b>v 12/31/2012</b>	\$ 977,907			37.5%	\$ 496,543	
42	<b>v 12/31/2005</b>	\$ 584,698			60.4%	\$ (393,966)	
46	12 years	averages: (rows 29:40)	5.6%		2.7%		2.9%
47	retained growth (2012 to now) in current \$\$:					\$ 496,543	
48	retained growth (2005 to now) in current \$\$:					\$ (393,966)	

Our balance in the UU Common Endowment Fund (UUCEF) was merged into our Vanguard account in 2023 as shown in the “All Financial Assets at Institutions” table on page 29)

American Tower Corp (ATC) mistakenly paid us \$118K too much in 2019 and 2020, and then agreed to consider those overpayments as prepayments of the money they should have paid us through ~2028. They have stopped paying us until that prepayment is consumed. We're steadily metering those prepayments into our annual budget (\$1,005.57/month) in the years when they should have come to us.


		\$1,005.57	
			<b>ATC balance</b>
<b>end of:</b>	<b>Year#</b>	<b>Months</b>	<b>at end</b>
2020	0		\$ 118,000
2021	1	12	\$ 105,933
2022	2	12	\$ 93,866
2023	3	12	\$ 81,799
2024	4	12	\$ 69,733

As shown, the ATC prepayment balance was \$69,733 as of the end of 2024, and that amount, although commingled with our other Vanguard Unrestricted Reserves amounts, was not included in the Unrestricted Reserves values above.

## Investments

Our Vanguard account is now 100% of our Unrestricted Reserves, our main investments. Those include the ATC balance described above, the segregated Bequests money in money market fund VUSXX, and our other Unrestricted Reserves (which originated approximately half from prior unrestricted bequests and half from the \$800K from the sale of the 50-year lease of tower space to American Tower Corp's predecessor).

Here is a summary of our Vanguard investments from our year-end statement:

Statement overview		<b>\$2,294,430.19</b>													
		Total value of all accounts as of December 31, 2024													
<b>Accounts</b>	Value on 12/31/2023	Value on 12/31/2024	<b>Asset mix</b>												
Second Congregational Meeting House Society Unitarian Universalist															
<b>Organization brokerage account</b>	<b>\$1,963,872.63</b>	<b>\$2,294,430.19</b>	<table border="1"> <tr> <td>61.0%</td> <td>Stocks</td> <td>\$1,398,513.83</td> </tr> <tr> <td>27.4%</td> <td>Fixed Income</td> <td>627,750.12</td> </tr> <tr> <td>11.6%</td> <td>Short-term reserves</td> <td>268,166.24</td> </tr> <tr> <td>0.0%</td> <td>Other</td> <td>0.00</td> </tr> </table>	61.0%	Stocks	\$1,398,513.83	27.4%	Fixed Income	627,750.12	11.6%	Short-term reserves	268,166.24	0.0%	Other	0.00
61.0%	Stocks	\$1,398,513.83													
27.4%	Fixed Income	627,750.12													
11.6%	Short-term reserves	268,166.24													
0.0%	Other	0.00													
			<b>\$2,294,430.19</b>												

Our goal for our main investments is 65% Stocks and 35% bonds ('Fixed Income') and cash ('Short-term reserves'). Currently we are also holding \$144K from bequests in a separate Money Market Fund, which is also counted as "Short Term Reserves", so the above says 61% stocks and 39% bonds-and-cash.

### Sweep program

Name	Quantity	Price on 12/31/2024	Balance on 12/31/2023	Balance on 12/31/2024
VANGUARD FEDERAL MONEY MARKET FUND 7-day SEC Yield: 4.41%	115,983.9200	\$1.00	\$89,769.91	\$115,983.92
<b>Total Sweep Balance</b>			<b>\$89,769.91</b>	<b>\$115,983.92</b>

### Mutual funds

Symbol	Name	Quantity	Price on 12/31/2024	Balance on 12/31/2023	Balance on 12/31/2024
VBIAX	VANGUARD BALANCED INDEX ADMIRAL CL	28,375.2020	\$48.48	\$1,557,936.81	\$1,375,629.79
VBTLX	VANGUARD TOTAL BOND MARKET INDEX ADMIRAL CL	10,583.7190	9.48	80,257.89	100,333.65
VTSAX	VANGUARD TOTAL STOCK MARKET INDEX ADMIRAL CL	2,291.7280	141.03	-	323,202.39
VUSXX	VANGUARD TREASURY MONEY MARKET INVESTOR CL	143,928.5400	1.00	-	143,928.54
VWILX	VANGUARD INTL GROWTH ADMIRAL CL	2,317.1400	101.57	235,908.02	235,351.90
				<b>\$1,874,102.72</b>	<b>\$2,178,446.27</b>



## Restricted Funds

Our Restricted Funds are those that have been set aside and designated for a particular purpose. The purpose of the Funds that are “R”estricted can be changed by the congregation or Board. Funds that are marked “RD” are “R”estricted by “D”onor and the permission of all major donors must be obtained before a Fund’s purpose can be changed.

The money of these Funds is intermingled in our two main checking accounts (rows 10 and 12 in the ‘All Financial Assets at Institutions’ table on page 29). The Immigrant Resource Center Restricted Fund is in a separate bank account (row 5 on page 29). The Organ Maintenance Fund has two parts: a modest working balance(deficit) in this table plus a separate investment account of \$102K at TIAA Nuveen (cell BE19 on page 29), which will be moved to Vanguard in 2025 and the smaller Fund below replenished.

Row	Column:	B	C	D	E	F	G	H
3	<b>Restricted Funds in our bank accounts</b>				<b>1/1/2024</b>	<b>Deposit</b>	<b>Withdraw</b>	<b>12/31/2024</b>
4	Althea Discretionary Transition Initiative	(est. 1/2024)	RD		\$ 5,000	\$ (4,971)	\$ 29	
5	Caring Team		R	\$ 940	\$ 300	\$ -	\$ 1,240	
6	Chadwick Music	(est. 12/2022)	RD	\$ 1,700	\$ -	\$ (200)	\$ 1,500	
7	Coffee Hour Supplies		RD	\$ 867	\$ 133	\$ (375)	\$ 625	
8	COVID Recovery, Hybrid, Operations, ...	(est. 8/2021)	R	\$ 3,429	\$ -	\$ (355)	\$ 3,075	
9	Festival of Trees	(est. 12/2022)	R	\$ 150	\$ -	\$ -	\$ 150	
10	Growing Connections between Friends and Members		R	\$ 2,154	\$ 600	\$ -	\$ 2,754	
11	Hanner Memorial Music	(est. 8/2018)	RD	\$ 3,169	\$ -	\$ (150)	\$ 3,019	
12	Immigrant Resource Center (separate)	(est. 2017)	RD					
13	Lay Led Committee		R	\$ 1,600	\$ 500	\$ -	\$ 2,100	
14	Meeting House Capital Maintenance		R	\$ 24,037	\$ -	\$ -	\$ 24,037	
15	Minister's Discretionary		RD	\$ 6,520	\$ 200	\$ (3,400)	\$ 3,320	
16	Noonday Concerts		R	\$ 749	\$ 822	\$ (1,500)	\$ 71	
17	Organ Maintenance	(and at TIAA)	RD	\$ (199)	\$ -	\$ (1,226)	\$ (1,425)	
18	Organ Playing		RD	\$ 450	\$ -	\$ (475)	\$ (25)	
19	Parsonage Capital Maintenance		R	\$ (1,690)	\$ 7,019	\$ (6,474)	\$ (1,145)	
20	WE/RE Committee		R	\$ 528	\$ -	\$ -	\$ 528	
21	Remembrance Garden	(est. 2/2021)	RD	\$ 4,642	\$ -	\$ (954)	\$ 3,687	
22	Sabbatical Provision	(est. 1/2015)	R	\$ 9,282	\$ -	\$ -	\$ 9,282	
23	Social Action (but not IRC)		R	\$ 6,530	\$ 625	\$ (92)	\$ 7,064	
24	Susie Jarrell Music (3.5% from invested \$10,380)	(est. 7/2022)	R	\$ 363	\$ 363	\$ -	\$ 727	
25	<b>Total Restricted Funds</b>				<b>\$ 65,222</b>	<b>\$ 15,562</b>	<b>\$ (20,172)</b>	<b>\$ 60,613</b>
	Restricted as to purpose (can change)			R	\$ 48,073	\$ 10,229	\$ (8,420)	\$ 49,882
	Restricted by Donor (cannot change)			RD	\$ 17,149	\$ 5,333	\$ (11,752)	\$ 10,730

The Sabbatical Provision Fund is money the congregation designated by a vote at their 2015 Annual Meeting to accumulate for a Sabbatical Minister if Rev. Linda took the sabbatical leave she was accruing. The UUA recommends that, when a minister leaves, such a fund can be repurposed to help with the search for or relocation of another minister, but our congregation has the right to redesignate it for any purpose. See the note in the 2025 Annual Budget detail in cell E60 for a use of part (\$4K) of this money in 2025, and the proposed Annual Budget motion.

On a personal note: It has been my honor and privilege to have served our beloved congregation as Treasurer and Trustee during part or all of 2014 through the end of my current term on January 26, 2025. As Treasurer, I have done my best to create, explain, and manage our finances in such a way that every congregant can understand them, and, as Trustee, to assure that our governance works well within our Principles, Constitution, procedures, and Agreements.

I plan now to return to being a regular member of our Society and focus on being a stronger steward of our historic Meeting House as needs arise.

This report has been thorough (detailed? lengthy? verbose?) because it forms a part of our ‘institutional memory’.

Remember, “every number has a story” or, a number is just a number without its full context.

Respectfully submitted,  
*Paul P. Stewart*

## Finance Committee Report

2024 was a year of growth and development for the Fin Com. The year was marked by a sizable increase in the number of meetings, assembling as a whole group ten times, with several additional meetings in the fall by subgroups that were working on various aspects of the 2025 budget. 2024 saw a notable increase in the number of Fin Com members who actively took part in creating the new budget, working collaboratively to discuss and refine the many elements of this complex document.

Besides our work on the budget, the Fin Com discussed a variety of issues such as how to handle and recognize bequests, how to invest our reserves moving forward, and how to balance the financial implications of various priorities that the church has identified.

Knowing of Paul Stewart’s intention to step down as treasurer after many years of dedicated service, the Fin Com was fortunate to receive his generous guidance, deep knowledge, and informed judgment (as well as his Excel forms) as we worked together to craft a budget.

As part of its budget work, the committee created a Five-Year plan to supplement the income received by the church, in anticipation of future growth.

Lacking a chair, the Fin Com was fortunate to have Board President Barbara Elder step forward to serve as facilitator for the last quarter of the year.

Members in 2024:

Paul Stewart (Treasurer), Randy Allfather (Board Member), Rob Baxter, Kat Grieder, Jan Ellsworth (Board Member), Bob Middleton, Jim Sulzer, Barbara Elder (Board President), Rev. Althea Smith

Note: Full meetings: 2/13, 5/22, 9/11, 10/8, 10/14, 11/3, 11/17, 11/24, 12/4, 12/9

Respectfully submitted,  
*Jim Sulzer*

## Five Year Income Increase Plan

This proposal is designed to generate an increase in our income, from three strands:

- bequests received in 2024 will be divided evenly and used over a 5-year period starting 2025
- the yearly draw from unrestricted reserves, now at 3.5%, will temporarily increase to 4.5%
- a new matching pledge will be offered over 5 years, starting at \$25,000 per year

Here is a detailed summary. These income figures do not include rental income or pledges.

Year	Bequests	Matching Pledge	Draw down from reserves	Total income	Increase over 2024
2024	-	-	\$66,526 (3.5%)	\$ 66,526	-
2025	\$27,535	\$25,000	\$84,884 (4.5%)	\$137,419	\$70,893
2026	\$27,535	\$25,000	\$84,884 (4.5%)	\$137,419	\$70,893
2027	\$27,535	\$20,000	\$75,453 (4%)	\$122,988	\$56,462
2028	\$27,535	\$15,000	\$75,453 (4%)	\$117,988	\$51,462
2029	\$27,535	\$15,000	\$66,021 (3.5%)	\$108,556	\$42,030

Notes:

-The bequests, totaling \$137,677, are from Kathy Duncombe and an anonymous donor. This money was received in 2024 and is being held in a separate account from reserves.

-The matching pledge is from a member of the congregation who wishes to remain anonymous. The amount of the matching pledge will decline in years 3 to 5 as shown above.

-The percentage of draw from unrestricted reserves will decline in years 3 to 5 as shown above—from 4.5% back down to 3.5% in year 5.

-The unrestricted reserves figure used to compute the 3.5% in 2024 was \$1,900,733. For 2025, using Paul's estimates, that figure will be slightly lower: \$1,886,321. For the purposes of these figures, I've estimated that the \$1,886,321 figure will continue to be used during the next several years, though of course it will vary somewhat.

*Jim Sulzer*

October 6, 2024

## 2025 Recommended Budget with 2024 Actuals

### **Notes on the 2025 Budget**

The Finance Committee is proposing a budget with a \$29,000 nominal deficit, which includes a Five Year Plan to create a thriving church and achieve financial stability.

**Income: \$349,059      Expenses: \$378,451**

This deficit compares to the 2024 budgeted deficit of about \$84,000.

In an effort to attract candidates, this budget allows for a substantial increase in the salary of the minister—by roughly \$9,500/year to \$65,500—based on feedback from UUA staff. The increased salary and benefits only take effect during the final 5 months of 2025, starting in August. In 2026 they will be in effect for the full year.

We face uncertainty in the area of fund-raising. The projected proceeds from the Fourth of July and the Silent Auction are speculative, even after we reduced expected proceeds for the Fourth of July from \$30,000 to \$7,500. The quilt raffle and holiday craft fair have been combined into one item.

Church Insurance is difficult to predict, and our budget calls for an expected 8% increase. But good news: Recent messages from Church Mutual indicate that we may face a slight reduction in insurance rates, for a savings of several thousand dollars.

Here are some updated figures on the Five Year Plan. It will increase income about \$63,000 over the 2024 budget by:

- Withdrawing \$27,535 from the Duncombe+ bequest in 2025 (This is 1/5 of the total bequest, spreading its use evenly over 5 years)
- Withdrawing \$76,872 from reserves (an increase of \$13,000—from 3.5% to 4.5%)
- Assuming at least \$20,000 of the \$25,000 matching pledge gift is fully realized

Note that the budget shortfall without the five year plan would be closer to \$90,000

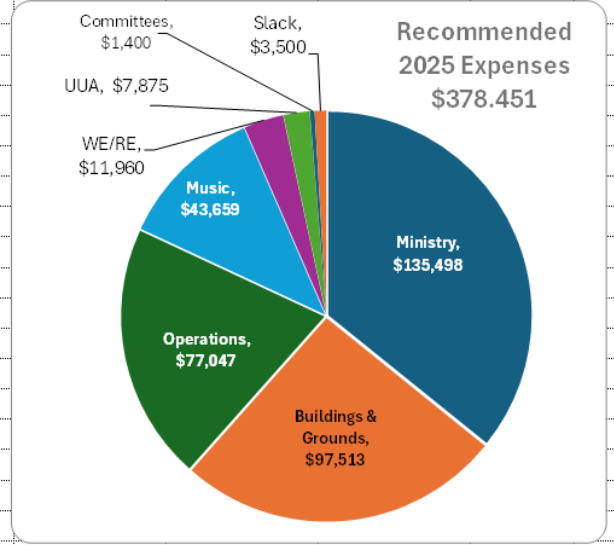
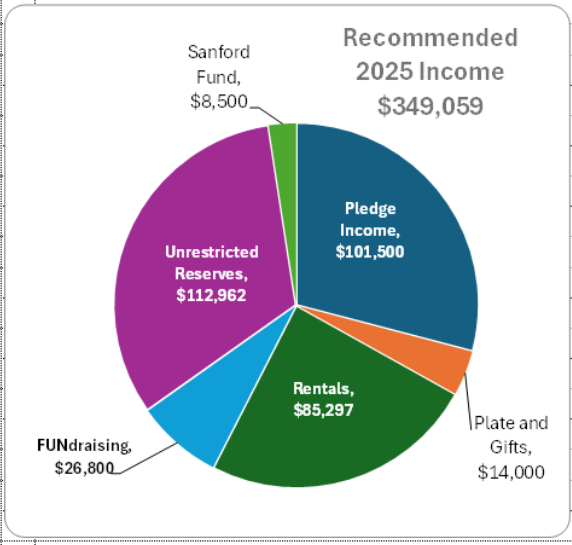
*Jim Sulzer*

Motion: I **MOVE** we follow the unanimous recommendations of our Finance Committee and Board of Trustees and approve the 2025 Recommended Budget in column L of the Budget Summary in our 2024 Annual Report, which includes the use of \$4,000 from the restricted Sabbatical Provision Fund to help pay for relocating a new minister in 2025.

# Budget Summary:



Column:		J	K	L	O	P
Row:	Income	2024B Budget	2024A Actuals	2025RB Recommended	2025RB-2024B	
8	Pledge Income Total	\$ 89,200	\$ 76,152	\$ 101,500	\$ 12,300	14%
13	Sunday Collection and Gifts Total (w/2024 Bequests \$137,920)	\$ 15,000	\$ 154,448	\$ 14,000	\$ (1,000)	-7%
28	Rentals (Pars, 3*Prayers, tower, wed, ...) Total	\$ 64,707	\$ 78,452	\$ 85,297	\$ 20,590	32%
35	FUNdraising (Auction, July 4th, raffles, sales, etc.) Total	\$ 48,533	\$ 14,158	\$ 26,800	\$ (21,733)	-45%
43	Savings, Reserves, and One-Time-Money Total	\$ 70,203	\$ 67,782	\$ 112,962	\$ 42,759	61%
44	Sanford Trust at BNY-Mellon	\$ 6,800	\$ 8,430	\$ 8,500	\$ 1,700	25%
	<b>Income Total</b>	<b>\$ 294,443</b>	<b>\$ 399,421</b>	<b>\$ 349,059</b>	<b>\$ 54,616</b>	<b>19%</b>
	<b>Expenses</b>	<b>2024B</b>	<b>2024A</b>	<b>2025RB</b>	<b>2025RB-2024B</b>	
64	Ministry Total (includes Guest Speakers, Relocation, Sabbatical Coverage Provision, and virtual	\$ 125,107	\$ 117,608	\$ 135,498	\$ 10,391	8%
100	Building & Grounds Total	\$ 86,597	\$ 77,600	\$ 97,513	\$ 10,916	13%
136	Operations Total (Office, Administration, Contractors, etc.)	\$ 101,479	\$ 66,344	\$ 77,047	\$ (24,432)	-24%
151	Music Program Total	\$ 41,350	\$ 41,327	\$ 43,659	\$ 2,308	6%
164	WE/RE Program Total	\$ 11,692	\$ 4,963	\$ 11,960	\$ 267	2%
168	Denominational Affairs (UUA, UUPCC) Total	\$ 7,375	\$ 7,088	\$ 7,875	\$ 500	7%
176	Committee Budgets Total	\$ 1,400	\$ 1,400	\$ 1,400	\$ -	0%
177	Contingency/Slack	\$ 3,500	\$ -	\$ 3,500	\$ -	0%
	<b>Expenses Total</b>	<b>\$ 378,501</b>	<b>\$ 316,331</b>	<b>\$ 378,451</b>	<b>\$ (50)</b>	<b>0%</b>
	<b>Income - Expenses:</b>	<b>(\$84,058)</b>	<b>\$83,091</b>	<b>(\$29,392)</b>		



	A	B	C	D	E	J	K	L	O	P
1					Income - Expense ==>	\$ (84,058)	\$ 83,091	\$ (29,392)	L	J
2	<b>2024 Annual General Operating Budget and Actuals, and Recommended 2025</b>					2024B	2024A	2025RB	Column L	
3						Budget	Actuals	Recommended	- Column J	
4	<b>Income</b>	Pledges	Pledge receipts for prior years	before Year, received in Year	before 2024, received in '24	\$ 1,500	\$ 3,750	\$ 1,500	0	0%
5			Pledge receipts for budget year	'For Year' received in Year-1 or Year	For 20224 received in '22 or '23	\$ 87,700	\$ 72,402	\$ 100,000	12,300	14%
8	4:7	<b>Pledge Income Total</b>				\$ 89,200	\$ 76,152	\$ 101,500	12,300	14%
9		Sunday Collection	('Special' or 'Share-the-Plate' Collections <b>not</b> included here)			\$ 8,000	\$ 11,042	\$ 9,000	1,000	13%
10		Gifts (unrestricted/undirected)		2024 regular = \$5,486	2024 Bequests = \$137,920	\$ 7,000	\$ 143,406	\$ 5,000	(2,000)	-29%
11		Restricted/directed contributions	Not part of General Operating Budget, restricted to other uses, see ' <b>Restricted Funds</b> '							
12		Special Collections	Not part of General Operating Budget, restricted to specific purpose of Collection							
13	9:12	<b>Sunday Collection and Gifts Total</b>				\$ 15,000	\$ 154,448	\$ 14,000	(1,000)	-7%
14		<b>Rentals</b>	Parsonage	virtual parsonage rent', per Minister's Agreement estimated in 2021		\$ 27,500	\$ 27,500	\$ 27,500	0	0%
15			Congregation Shirat HaYam						0	
16			Servants Heart International Ministries (SHIM)		est. 2020				0	
17			Prayer Group (Gutierrez)	5 hr/wk, \$30/hr	est. 2022	\$ 6,240	\$ 4,770	\$ 7,800	1,560	25%
18			Prayer Group (Pereyra)	4 hr/wk, \$30/hr	est. 2023	\$ 5,200	\$ 6,375	\$ 6,240	1,040	
19			Prayer Group (Batista)	4 hr/wk, \$30/hr	est. 2024		\$ 2,250	\$ 6,240	6,240	
20			Masjid Al-Bahr	Mosque of the Ocean	est. 2016	\$ 500	\$ 850	\$ 850	350	70%
21			GTP/ATC 'Additional Income'	Using 8/2019 to 12/2020 pre-payments to 'fill the gap'		\$ 12,067	\$ 12,067	\$ 12,067	0	0%
22			HillTownNetworks.com (previously AccessPlus, CountryRoads, WiBlast)			\$ 1,800	\$ 1,800	\$ 1,800	0	0%
23			Town Clock	2019: \$1250, 2020 \$1500, 2022 \$1600, 2024 \$1800		\$ 1,800	\$ 1,800	\$ 1,800	0	0%
24			Town wireless emergency network	2020: \$2000, 2022 \$2100		\$ 2,100	\$ 2,100	\$ 2,500	400	19%
25			Nantucket Energy network	2020: \$1800, 2022 \$1900, 2024 \$2000		\$ 2,000	\$ 2,000	\$ 2,000	0	0%
26		all are net of related expenses	Weddings (inc. deposits in year)			\$ 3,250	\$ 13,850	\$ 15,000	11,750	362%
27		all are net of related expenses	other Sanctuary, Hendrix Hall, and/or AR rentals		plus Nooners+ AC A 2024	\$ 2,250	\$ 3,090	\$ 1,500	(750)	-33%
28	14:27	<b>Rentals (Pars, 3*Prayers, tower, wed, ...) Total</b>				\$ 64,707	\$ 78,452	\$ 85,297	20,590	32%
29		<b>FUNdraising</b>	all are net of related expenses	July 4th Celebration	Board of Trustees	\$ 30,000	\$ (1,728)	\$ 7,500	(22,500)	-75%
31				Quilt Raffle		\$ 2,379	\$ 2,472	\$ -	(2,379)	-100%
32				Goods and Services Auction	Auction Committee (TBD)	\$ 13,179	\$ 12,863	\$ 15,000	1,821	14%
33				Yard sale	Loretta	\$ 1,800	\$ -	\$ 1,800	0	0%
34				Holiday Craft Fair	Saturday AM craft group	\$ 1,175	\$ 551	\$ 2,500	1,325	113%
35	29:34	<b>FUNdraising (Auction, July 4th, raffles, sales, etc.) Total</b>				\$ 48,533	\$ 14,158	\$ 26,800	(21,733)	-45%
36		Income from Savings	Bank accounts interest	BankOfAmerica and RocklandTrustNantucketBank		\$ 13	\$ 5	\$ 13	0	0%
40			Bequest - 5 year plan					\$ 27,535		
41			Reserves ('Endowment') 3Y average of 3Q: for general budget (increase to 4.5%)			\$ 63,171	\$ 60,999	\$ 76,872	13,701	22%
42		\$ 85,414	Reserves ('Endowment') 3Y average of 3Q: for capital maintenance only!	10%		\$ 7,019	\$ 6,778	\$ 8,541	1,522	22%
43	36:42	Savings, Reserves, and One-Time-Money Total				\$ 70,203	\$ 67,782	\$ 112,962	42,759	61%
44		Sanford Trust at BNY-Mellon				\$ 6,800	\$ 8,430	\$ 8,500	1,700	25%
45	36:44	<b>Bank accounts, Reserves/Endowment, and Sanford Trust income Total</b>				\$ 77,003	\$ 76,212	\$ 121,462	44,459	58%
46		<b>Income Total</b>				\$ 294,443	\$ 399,421	\$ 349,059	54,616	19%



	A	B	C	D	E	J	K	L	O	P
						2024 B	2024 A	2025 RB		
47										
48	Expenses	Ministry	Minister	Salary+Housing (S+H)	Salary	\$ 54,692	\$ 54,623	\$ 59,927	5,235	10%
49		2025: Rev. Althea 7 months + new minister 5 months		'virtual parsonage rent'	Housing	\$ 27,500	\$ 27,500	\$ 27,500	0	0%
50	48:49			Salary+Housing subtotal	'S+H'	\$ 82,192	\$ 82,123	\$ 87,427	5,235	6%
51		green rows are multiples of 'S+H'		Retirement Plan UUA	10.000%	\$ 8,219	\$ 8,127	\$ 8,743	524	6%
52				SECA: in lieu of employer's FICA	7.650%	\$ 6,288	\$ 6,283	\$ 6,688	401	6%
53			2024 specific to Rev. Althea	Health Insurance	calculated based on \$6600 for	\$ 6,600	\$ 6,600	\$ 11,232	4,632	70%
54			2024 specific to Rev. Althea	Dental Insurance inc. in Health	based on couple plan for 5 me	\$ -	\$ -	\$ 423	423	
55				Life, AD&D Insurance UUA	0.840%	\$ 690	\$ 702	\$ 734	44	6%
56				Long Term Disability UUA	1.300%	\$ 1,068	\$ 1,055	\$ 1,137	69	6%
57				Minister's Compensation Package Total		\$ 105,057	\$ 104,890	\$ 116,384	11,327	11%
58				Workers Comp insurance share		\$ 695	\$ 695	\$ 695	0	0%
59			\$1K/year for interim	Sabbatical Coverage Provision	(UUA Interim Sabbatical Fund)	\$ 1,000	\$ -	\$ 1,000	0	0%
60			interim relocation/transportation		\$10K, but \$4K from Sabbatical Fund	\$ 8,000	\$ 8,895	\$ 6,000	(2,000)	-25%
61				Reimburse Professional Expenses	10.8%	\$ 8,855	\$ 2,743	\$ 9,419	564	6%
62	48:61			Minister Total		\$ 123,607	\$ 117,223	\$ 133,498	9,891	8%
63			Guest Sunday Service Speakers	(some paid, some volunteer)	5/visiting minister + transporta	\$ 1,500	\$ 385	\$ 2,000	500	33%
64	48:63			Ministry Total (includes Guest Speakers, Relocation, Sabbatical Coverage Provision, and virtual parsonage rent		\$ 125,107	\$ 117,608	\$ 135,498	10,391	8%
65										
66		Building & Grounds (B&G)	Parsonage	Capital Maintenance Provision (roof, siding, windows, heat, etc.)		\$ 7,019	\$ 7,019	\$ 8,541	1,522	22%
67				Fire and Liability Insurance	15.0%	\$ 5,906	\$ 4,423	\$ 6,378	472	8%
68				Repairs and Maintenance	(annual)	\$ 2,700	\$ 673	\$ 2,700	0	0%
69				Utilities	Electricity	\$ 1,500	\$ 1,303	\$ 1,500	0	0%
70					Fuel Oil, or Conserve!	\$ 6,000	\$ 5,061	\$ 6,180	180	3%
72		2 pieces, TON and Reis Trucking	Parsonage + Meeting House split 50:50		Solid waste + landfill	\$ 1,200	\$ 1,417	\$ 1,600	400	33%
73					Water&Sewer	\$ 1,397	\$ 1,024	\$ 1,000	(397)	-28%
74				ComCast Internet,Phone,TV	Wireless phone/cable	\$ 2,400	\$ 2,538	\$ 2,400	0	0%
75	69:74			Utilities Total (oil heat, water&sewer, electricity, phone, etc.)		\$ 12,497	\$ 11,343	\$ 12,680	183	1%
76	66:75			Parsonage Subtotal (includes Provision for Capital Maintenance)		\$ 28,122	\$ 23,459	\$ 30,300	2,178	8%
77										
78			Meeting House	'Inside' Sexton	6 hr/wk*\$31.69/hr*52wk/yr	\$ 8,799	\$ 9,584	\$ 9,886	1,088	12%
79				Employer's FICA	7.650%	\$ 673	\$ 733	\$ 756	83	12%
80				Workers Comp insurance share		\$ 335	\$ 335	\$ 335	0	0%
81	78:80		Meeting House	'Inside' Sexton Wages+FICA+WComp	@ 6hr/wk*\$31.69/hr*52wk/yr	\$ 9,806	\$ 10,651	\$ 10,977	1,171	12%
82				'Outside' Sexton	snow removal, etc.	\$ -	\$ -	\$ 2,000	2,000	
83				Employer's FICA	7.650%	\$ -	\$ -	\$ 153	153	
84				Workers Comp insurance share		\$ -	\$ -	\$ -	0	
85	82:84			'Outside' Sexton Wages+FICA+WComp	@ snow removal, etc.	\$ -	\$ -	\$ 2,153	2,153	
86	78:85			Sextons Subtotal Salary+FICA+Worker's Comp		\$ 9,806	\$ 10,651	\$ 13,130	3,324	34%
87		\$ 39,371.94		Sexton via 1099 for other events	Baccalaureate, ??	\$ -	\$ -	\$ 300	300	
88	108%	\$ 42,521.70		Fire and Liability Insurance	85.0%	\$ 33,466	\$ 25,066	\$ 36,143	2,677	8%
89				Fire Alarm Monitoring Service (wireless to Wayne Alarm)		\$ 1,100	\$ 1,558	\$ 1,100	0	0%
90				Repairs and Maintenance	Building Maintenance & Repairs	\$ 4,528	\$ 6,171	\$ 5,528	1,000	22%
91					Cleaning & Sexton Supplies	\$ 1,000	\$ 772	\$ 1,000	0	0%
93					Inspections (CoO, Fire)	\$ 275	\$ 235	\$ 275	0	0%
94	88:93			Repairs and Maintenance Total		\$ 5,803	\$ 7,178	\$ 6,803	1,000	17%
95				Utilities	Electricity (heat/cool/light)	\$ 5,500	\$ 7,022	\$ 6,695	1,195	22%
96		2 pieces, TON and Reis Trucking	Parsonage + Meeting House split 50:50		Solid waste + landfill	\$ 1,200	\$ 1,418	\$ 1,442	242	20%
97			includes garden irrigation		Water&Sewer	\$ 1,600	\$ 1,248	\$ 1,600	0	0%
98	95:97			Utilities Total (Electricity (heat/cool/light), Solid waste, Water&Sewer)		\$ 8,300	\$ 9,688	\$ 9,737	1,437	17%
99	78:98			Meeting House Total		\$ 58,475	\$ 54,141	\$ 67,214	8,738	15%
100	66:99			Building & Grounds Total	25.8% of our total 2025 budget	\$ 86,597	\$ 77,600	\$ 97,513	10,916	13%

	A	B	C	D	E	J	K	L	O	P
						2024B	2024A	2025RB		
101										
102		Operations (Office, Admin, ...)	Office Administrator	Wages	20 hrs/wk @ \$32/hr			\$ 33,280	\$ 33,280	
103				Retirement Plan UUA	10.000%			\$ 3,328	\$ 3,328	
104				Health Insurance				\$ 6,307	\$ 6,307	
105				Dental insurance				\$ 507		
106				Life, AD&D Insurance UUA	0.840%			\$ 280	\$ 280	
107				Long Term Disability UUA	1.300%			\$ 433	\$ 433	
108				Employer's FICA	7.650%			\$ 2,546	\$ 2,546	
109				Workers Comp insurance share				\$ 250	\$ 250	
110	102:109	Operations (Office, Admin, ...)	Office Manager Total Wages, Benefits, FICA, and Worker's Comp		20 hrs/wk @ \$32/hr	\$ -	\$ -	\$ 46,930	\$ 46,423	
111	48.00		Business Manager	Salary		\$ 62,400	\$ 45,338		(62,400)	-100%
112				Retirement Plan UUA	10.000%	\$ 6,240	\$ 2,400		(6,240)	-100%
113				Health and dental	assume UUA	\$ 7,000	\$ -		(7,000)	-100%
114				Life, AD&D Insurance UUA	0.840%	\$ 524	\$ -		(524)	-100%
115	0.00			Long Term Disability UUA	1.300%	\$ 811	\$ 211		(811)	-100%
116	0.00			Employer's FICA	7.650%	\$ 4,774	\$ 2,312		(4,774)	-100%
117				Workers Comp insurance share		\$ 427	\$ 427		(427)	-100%
118	111:117		Business Manager total Salary, Benefits, FICA, and Workers Comp			\$ 82,176	\$ 50,688	\$ -	(82,176)	-100%
119	102:118		Total Office Administrator and Business Manager			\$ 82,176	\$ 50,688	\$ 46,930	(35,246)	-43%
120			Dues, permits, ...	Nantucket Chamber of Commerce, Animal Blessing, etc.		\$ 720	\$ 266	\$ 720	0	0%
121			CC/Stripe/Tithe.ly/PayPal costs	annual costs plus some transaction fees		\$ 1,560	\$ 864	\$ 1,560	0	0%
122		2024: Replace Computer, Renovate/refurnish office.	Office Expenses	Equipment: Copier Service + Supplies		\$ 250	\$ 888	\$ 250	0	0%
123				ComCast Internet, Phone	Meeting House only	\$ 4,000	\$ 3,809	\$ 4,000	0	0%
124				Postage, Shipping & Delivery		\$ 400	\$ -	\$ 400	0	0%
125				programs, checks, ...	Supplies and printing	\$ 1,332	\$ 4,355	\$ 1,332	0	0%
126	122:125		Office Expenses Total			\$ 5,982	\$ 9,051	\$ 5,982	0	0%
127			Payroll Processing & Tax Prep fees		2024 scam and \$2,766.98 credit	\$ 3,500	\$ 30	\$ 3,500	0	0%
128			Website hosting and support	and Zoom costs		\$ 1,221	\$ 1,032	\$ 1,221	0	0%
129			Front flowers	est. 2020 (Meeting House, Parsonage, and Sanctuary)		\$ 200	\$ 294	\$ 200	0	0%
130			Hybrid Sunday Service technology operator	2hr/week @ \$30/hr / 52 weeks		\$ 3,120	\$ 2,630	\$ 3,120	0	0%
131				Employer's FICA	7.650%			\$ 239	239	
132				Workers Comp insurance share				\$ 75	75	
133			Hybrid Sunday Service technology operator total			3,120	2,630	3,434	314	10%
134			Outside computer tech support (computers, networks, printers, ...)			\$ 500	\$ 500	\$ 500	0	0%
135			Bookkeeper	2024 expert support; 2025:	5 hrs/wk @ \$50	\$ 2,500	\$ 990	\$ 13,000	10,500	420%
136	102:135		Operations Total (Office, Administration, Contractors, etc.)		20.4% of our total 2025 budget	\$ 101,479	\$ 66,344	\$ 77,047	(24,432)	-24%
137										
138		Music Program	Director	Wages	14hr/wk*\$48.55/hr*52wk/yr	\$ 34,313	\$ 33,785	\$ 35,342	1,029	3%
139				Employer's FICA	7.650%	\$ 2,625	\$ 2,585	\$ 2,704	79	3%
140				Workers Comp insurance share		\$ 243	\$ 243	\$ 243	0	0%
141	138:140		Director Total Wages, Benefits, FICA, and Worker's Comp		14hr/wk*\$48.55/hr*52wk/yr	\$ 37,180	\$ 36,612	\$ 38,289	1,108	3%
142			Professional Development		\$90/year = uumn.org	\$ 1,090	\$ 1,090	\$ 1,090	0	0%
143			Replacement Musician (1099)	agreed amounts deducted from Director's salary					0	
144			paid sick day replacement (1099)	2 Sundays a year, else a cappella		\$ 500	\$ 500	\$ 500	0	0%
145			Paid Vacation replacement (1099)	2 weeks per year		\$ 500	\$ 500	\$ 500	0	0%
146			Guest Supplemental Musicians (1099)	Actual Guest Supplemental Musicians, players and singers		\$ 1,250	\$ 1,150	\$ 1,250	0	0%
147			Organ playing first funded from Organ Playing Fund, q.v.					\$ 1,200	1,200	
148			Pianos - Maintenance and Tuning			\$ 530	\$ 1,175	\$ 530	0	0%
149			Organ Maintenance and Tuning is separate Restricted Fund, q.v.						0	
150			Sheet Music and supplies			\$ 300	\$ 300	\$ 300	0	0%
151	138:150		Music Program Total		11.5% of our total budget	\$ 41,350	\$ 41,327	\$ 43,659	2,308	6%

	A	B	C	D	E	J	K	L	O	P
						2024B	2024A	2025RB		
152										
153		<b>WE Religious Exploration Program</b>	Children and Youth Pgms Director	Wages	5hr/wk*\$32.77/hr*52wk/yr	\$ 8,272	\$ 4,556	\$ 8,520	248	3%
154				Employer's FICA	7.650%	\$ 633	\$ 349	\$ 652	19	3%
155				Workers Comp insurance share		\$ 58	\$ 58	\$ 58	0	0%
156	153:155		<b>Children and Youth Pgm Director</b>	<b>Wages, FICA, and Worker's Comp</b>	5hr/wk*\$32.77/hr*52wk/yr	\$ 8,963	\$ 4,963	\$ 9,230	267	3%
157			Children and Youth Pgms Director	Professional Development		\$ 150	\$ -	\$ 150	0	0%
158			Assistant	Wages	2hr/wk*\$20/hr*52wk/yr	\$ 2,080	\$ -	\$ 2,080	0	0%
159				Employer's FICA	7.650%	\$ 159	\$ -	\$ 159	0	0%
160				Workers Comp insurance share	10:30AM-Noon:30	\$ 40	\$ -	\$ 40	0	0%
161	158:160			<b>Assistant Total Wages, FICA, and Worker's Comp</b>	2hr/wk*\$20/hr*52wk/yr	\$ 2,279	\$ -	\$ 2,279	0	0%
162	153:161			<b>Subtotal all teachers above</b>		\$ 11,392	\$ 4,963	\$ 11,660	267	2%
163				Food, supplies, volunteer training, expenses		\$ 300	\$ -	\$ 300	0	0%
164	153:163	<b>WE/RE Program Total</b>			3.2% of our total 2025 budget	\$ 11,692	\$ 4,963	\$ 11,960	267	2%
165										
166		<b>Denominational Affairs</b>	UUA+ NERegion Dues: new system, 300% increase, capped at 10%/year, we: Personnel cost increase			\$ 7,300	\$ 7,088	\$ 7,800	500	7%
167			UU Partner Church Council Membership			\$ 75	\$ -	\$ 75	0	0%
168	166:167	<b>Denominational Affairs (UUA, UUPCC) Total</b>			2.1% of our total 2025 budget	\$ 7,375	\$ 7,088	\$ 7,875	500	7%
169										
170		<b>Committee Budgets</b>								
173		These add to their corresponding Restricted Funds	Membership			\$ 600	\$ 600	\$ 600	0	0%
174	Caring Team		Cards, Yam, Meals, etc.			\$ 300	\$ 300	\$ 300	0	0%
175	Lay Led/Worship					\$ 500	\$ 500	\$ 500	0	0%
176	171:175	<b>Committee Budgets Total</b>			Committee Budgets total 0.4% of our total 2025 budget	\$ 1,400	\$ 1,400	\$ 1,400	0	0%
177		<b>Contingency/Slack</b>	Unforeseen, emergencies, or slack on other items ...		0.9% of our total 2025 budget	\$ 3,500	\$ -	\$ 3,500	0	0%
178		<b>Expenses Total</b>				\$ 378,501	\$ 316,331	\$ 378,451	(50)	0%
179										
180			Social Action (Immigration Resource Center, ...)		approx. \$7000 available in restricted fund					
181			Remembrance Garden	Garden Maintenance/cleanup	approx. \$1,500 from restricted fund					

## Recent Trustees

Trustee Term:	ends Jan 2015	ends Jan 2016	ends Jan 2017	ends Jan 2018	ends Jan 2019	ends Jan 2020	ends Jan 2021	ends Jan 2022	ends Jan 2023	ends Jan 2024	ends Jan 2025	ends Jan 2026	ends Jan 2027
1	Brian Lora	Lora		Kat			Kristina		Open	Deirdre Duffy			
2		Joy	Christine		Alison			Lydia	Lora		Jan Ellsworth		
3		Cynthia			Susan Richards			Susan Richards			Chris Hanson		
4		Joanna			#Nancy	Rob			Randi Allfather				
5		Val			Natalie			Kathy	Carol Benchley				
6		Clay		Open	Carl			Carl	Open				
7	Jim			Peter			Loretta			Barbara Elder			
8	Susan Richards			Michelle	*Joanne			Susan Berman			Suse Robinson		
9 Treasurer	Paul	Paul	Paul	Paul	Paul	Paul	Jeffrey/Kat	Paul	Paul	Paul	Paul		
Minister:	Rev. Linda Simmons										Rev. Dr. Althea Smith		
Pink:	Current voting Trustees												
Yellow:	open												
Blue:	to be elected at Annual Meeting??												
Gold:	Past Trustees												
* Appointed by Nominating Committee after Annual Meeting to fill term	2024 members of Board and NomCom												
# One year term to correct uneven balance of terms ending at same time.													
Nominating Committee:	Christine	Stephen	Lora	Val	Joanne	Randi	Jim	Jim	Jim	Jim	SusanR		
	David	Jan	Janet	Suse	Anne	Anne	Anne	Anne	Anne	Anne	Anne		
	SusanR	SusanR	Christine	John	Jim	Peter	Peter	Peter	Peter	Peter	Kat		
Constitution:	<p><b>Article 3 Board of Trustees and Officers</b> The Board of Trustees shall be the governing body of the Church and shall have six to nine elected members, each of whom shall serve a three-year term, excepting the treasurer, who is elected annually and may be re-elected for an indefinite number of consecutive terms. There shall be an interval of at least one year after Trustees (other than the treasurer) have completed two full or partial consecutive terms before they shall be eligible for reelection. The Board shall elect a President, a Vice President, and a Clerk from among its members. Church membership is a prerequisite for holding an elected position on the Board of Trustees.</p>												





## July List of Committees

### **Second Congregational Meeting House Society Committees & Task Force Teams**

*(as of July 8, 2024 – Barbara Elder)*

"The President is ex officio a member of all committees, excepting the nominating committee." (Constitution Art. 10.1) and "The Minister shall be a nonvoting, ex-officio member of the Board of Trustees and its committees, except for the Ministerial Search Committees" (Constitution Art. 5 para 6, updated 1/2024)

#### **Established by our constitution:**

***Board of Trustees*** Barbara Elder (chair), Deirdre Duffy (vice-president & clerk), Paul Stewart (treasurer), Randi Allfather, Carol Benchley, Suse Robinson, Jan Ellsworth, Chris Hanson, and Rev, Althea Smith, nonvoting, ex-officio

***Committee on Ministry*** Loretta Middleton, Carol Benchley, Jim Sulzer (no chair)

***Nominating Team*** Susan Richards, Kat Robinson Grieder, Anne Perkins (no chair)

#### **Established by our Board of Trustees:**

***Transitions Team*** Kat Robinson Grieder (convener), Susan Richards notetaker), Alison Forsgren, Anne Perkins, Susan Fernald (no chair)

***Building & Grounds*** Chris Hanson (chair), Paul Stewart, Joanne Pollster, David Hall, Ray Saunders

***Finance Committee*** Paul Stewart (chair), Randi Allfather, Rob Baxter, Bob Middleton, Susan Richards, and Jim Sulzer

*(Tower Renters Committee* deals with the various renters in our tower. American Tower Corp, who sublets to Verizon and T-Mobile; Town of Nantucket clock and wireless emergency network; HillTownNetworks; and Nantucket Energy. Treasurer Paul Stewart reports any updates to the Board as necessary.)

***Lifespan Religious Exploration Committee*** (aka as World Explorers (WE): Susan Richards meets with Leyah Jensen

***Pledge Committee:*** Barbara Elder, Susan Richards, Randi Allfather, Peter Richards, and Paul Stewart

#### **Established in our Handbook Congregational Committees:**

***The 7th Principle Project*** (including Animal Ministry, was Grassroots Nantucket, originally Peace and Justice Committee)(including Immigrant Resource Center & Food Rescue which both are presently inactive)

***The Caring Team*** (includes the Shawl Ministry) (Rev. Althea assisted by David Hall, Peter Richards, Loretta Middleton, Judy Norkin, Deirdre Duffy and Suse Robinson. (presently handled as Pastoral Care)

***Membership Committee (aka Making Connections Team)*** Kat Robinson Grieder, Susan Richards, (membership reviewed at Clerk's meeting in January)(no chair)

***LayLed Service Committee (possibly changing into Worship Team)*** Susan Richards (convener), Kat Robinson Grieder, Joanne Polster (Val and Joanne are leaving)



**Task Force Teams and Ad hoc Committees:**

(Groups functioning but not established by our Constitution and Bylaws)

**Archives** Joanne Pollster

**July 4th** Jack Weinhold, Lydia Sussek, Arlene Hogan, Rob Baxter

**Auction Team** Deirdre Duffy, Carol Benchley, Alison Forsgren (facilitator), Jane Bourette, Nancy Adrian, Kathy Stevens, notetaker (no chair)

**Coffee Hour Team** Susan Kirk, Carol Benchley, Anne Perkins, and Christine Sanford

**The Crafting Group** Yard Sale, Quilt Raffle, Holiday Crafts Sale, Kat Robinson Grieder, Linda Ferrantella, Susan Kirk, and Joanne Pollster

**Docenting** Peter Richards

**Noonday Concerts** Chair Barbara Elder, assisted by Nigel Goss, Peter Richards, Paul Stewart, Jim Sulzer

**Personnel Committee** Kat Grieder Robinson and Cheryl Creighton (inactive)

**Parsonage Committee** Paul Stewart, Jim Sulzer, Nancy Mack (co-chairs Nancy & Jim)

**Remembrance Garden** Joanne Pollster and Nancy Mack

**Website** Deirdre Duffy, Arlene Hogan, Rosemary McLaughlin (Chair), Robert Baxter



Winners of the Quilt Raffle







Jazz 2.0 will also feature musical guests, Anthony Healy on piano, Colin Harrington on drums, and our own Nigel Goss will accompany on the bass, with Cynthia Csabay on vocals.

Likewise, Sunday Service *"And all That Jazz"* brought talented musicians Tom Stoddart and Colin Harrington to join Nigel and the Meeting House Choir. So much appreciated!



## WITH PRIDE AND THANKS

Jack Weinhold, presiding July 4, 2024



## Call to 2025 Annual Meeting

Posted and sent to Members and friends by eBlast on January 15, 2025.

**Article 7 Meetings** The annual meeting of the Church shall be held within six weeks of the end of the fiscal year for the purpose of electing Trustees and transacting all other business. Special meetings may be called at the order of the Board only for such purposes as may be specified in the call. Ten days' notice shall be given for each such meeting. Notification by email shall suffice as notification for those members with established email addresses, except for those members who request written notification. A quorum for such meetings shall be thirty percent of the number of members most recently certified to the UUA.

from our Constitution

For 2024 we certified 80 members to the UUA, so a quorum would be (30% \* 80 =) 24.  
At their 1/13/2025 meeting our Board voted unanimously to approve this Notice or Call.

### **This is the Notice, the Call to the 2025 Annual Meeting of the Second Congregational Meeting House Society / Unitarian Universalist.**

The Meeting will be held immediately following a shortened Sunday Service  
on January 26, 2025 at around 11:30AM;  
both the service and the meeting will be Hybrid (in person and by Zoom)  
Zoom Meeting ID: 923 1698 6312, Passcode 001809

All are welcome and encouraged to attend, but only Members may vote.  
The purposes of this Annual Meeting are as described above and as further detailed  
in the accompanying Agenda.

Supporting materials (Congregational Handbook with Constitution and policies  
and procedures, 2024 Annual Report with Minutes of Prior Meeting and proposed  
2025 Annual Budget, etc.) will be available starting at various times before the  
meeting at [UnitarianChurchNantucket.org](http://UnitarianChurchNantucket.org).

Respectfully,

Your Board of Trustees:

Barbara Elder, President  
Deirdre Duffy, Clerk and VP  
Paul Stewart, Treasurer  
Randi Allfather

Carol Benchley  
Jan Ellsworth  
Chris Hanson  
Susan Robinson  
Rev. Althea Smith (non-voting)



## Nominating Committee

This year's Nominating Committee consisted of Anne Perkins, Susan Richards, and Kat Robinson Grieder. Our charge was to nominate:

- One Board of Trustees member to begin a three-year term in 2025
- A Treasurer for a one-year term
- Three Nominating Committee Members to serve in 2025

Our nominations are:

**BOARD OF TRUSTEES**

Randi Allfather

**TREASURER**

Kathy Stevens

**NOMINATING COMMITTEE**

Loretta Middleton

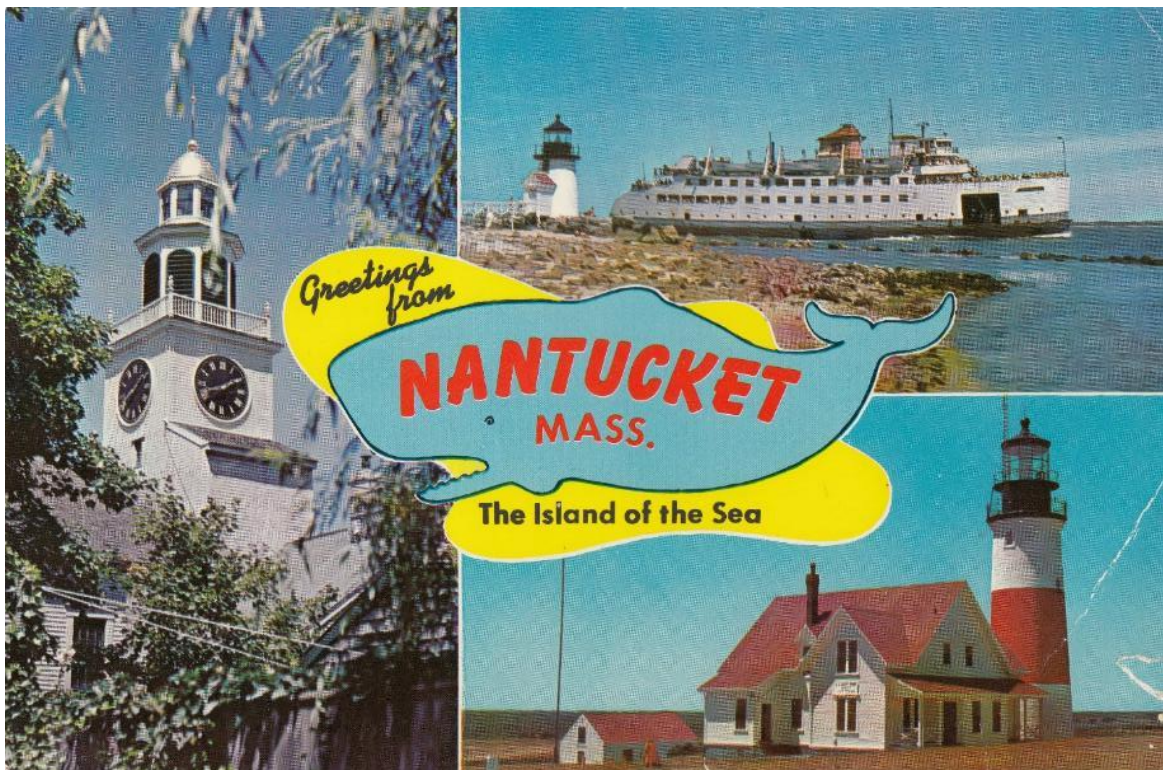
Susan Richards

Kat Robinson Grieder

Respectfully Submitted,

*Anne Perkins, Susan Richards, Kat Robinson Grieder*

**Our Annual Meeting also elects Directors of the South Church Preservation Fund (see page 27):** In compliance with the South Church Preservation Fund bylaws in our Congregational Handbook, I nominate Christine Sanford, David Barham, Nick Miller, and Matt Maryanski for election to three-year terms as SCPF Directors.



Nantucket Post Card – postmarked 1969 – the three most important things on the Island?



## 2025 Annual Meeting Agenda

### **Second Congregational Meeting House Society / Unitarian Universalist Agenda of the January 26, 2025, Annual Meeting**

1. Call to Order ..... President Barbara Elder
2. Opening blessing and words..... Rev. Althea Smith
3. Determine quorum of at least 24 voting Members ..... Clerk Deirdre Duffy
4. Approve minutes of prior congregational meeting..... Clerk Deirdre Duffy  
1/28/2024 Annual Congregational Meeting
5. 2024 Treasurer’s Report..... Treasurer Paul Stewart
6. Officers and Nominating Committee ..... President Barbara Elder
  - a. Thank outgoing Trustees, Nominating Committee, and SCPF Directors
  - b. Elect Treasurer
  - c. Elect Trustees
  - d. Elect South Church Preservation Fund Directors
  - e. Elect 2025 Nominating Committee
7. Finance Committee Report and approve 2025 budget ..... Jim Sulzer and  
Kat Robinson Grieder
8. Report of the Ministerial Search Task Force..... Jan Ellsworth
9. Questions? and Answers!
10. Adjourn..... President Barbara Elder

**Support document at [UnitarianChurchNantucket.org/congregational-documents](https://UnitarianChurchNantucket.org/congregational-documents)**

2024 Annual Report, which includes:

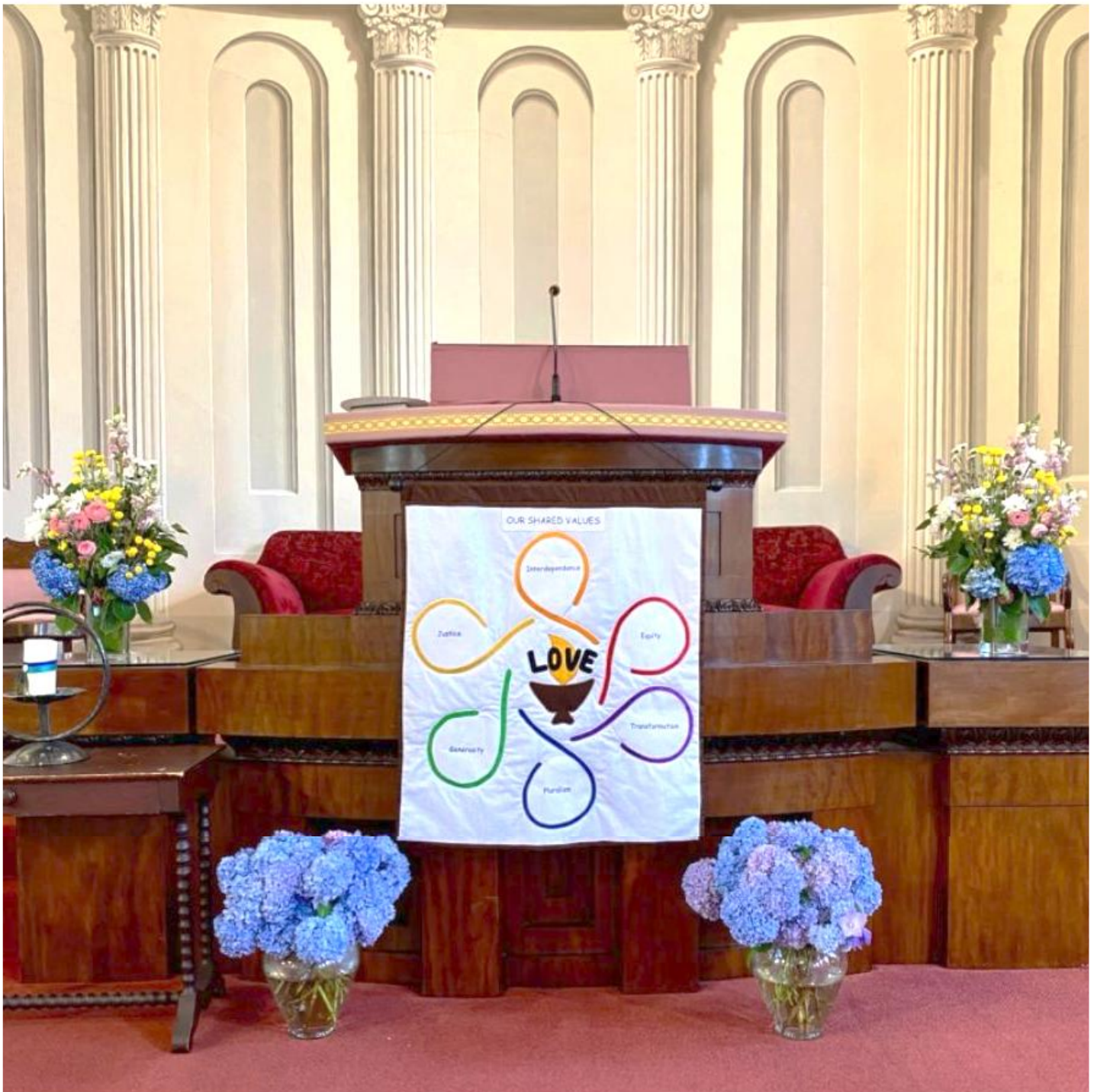
Minutes as listed above

Nominees

Recommended 2025 Annual Budget



Tony Sarg



# ***CENTERING LOVE***

Reverend Dr. Althea Smith