

Hub Town Hall:



FIRST EVER!

10/4/15

Expectation



As long as it's more productive than this... we will consider tonight a success!

Why are we here?



- This is an Experiment
- We want Transparency
- This is Relationship building/not action oriented
- We believe that, if we are vulnerable and transparent, good, unforeseen things will come
- This is our organizational rose and thorns

Agenda



- 15 minutes (ish) of Hub Presentations
- 40 minutes of community feedback through discussion and questions
- 30 minutes coffee and donuts

Overview of Organization (Greg)



Two Years Ago

- Hub under heavy construction, not open yet
- We had only a handful of truly regular attendees at 12 Eliot Street; 363 on Meetup, no formal members
- Sundays, Meditation, HCHAA were only every-week programs
- Humanist Community Project was struggling, staff strained; we were trying to hire both a COO and an HCP Manager

Overview of Organization



Now

- Humanist Hub regularly packed, nearly 200 formal members, 1340+ on Meetup
- Sundays, Discussion Group, Meditation, Harry Potter, WPCR, HCHAA, Child Care all weekly; several other popular regular programs
- No longer doing SCP, but producing videos for kids/families nationwide, as well as other resources such as the Secular Meditation book

Overview of Organization



Two Years from now

- Space in full use throughout each day, and we can afford to clean it more than 1x/week!
- Tight-knit community often marks births, marriages, engagements, deaths, illnesses, and more together
- Nursery (pilot soon!); "Growing Bolder" age 45+, pre-teen "Coming of Age", and teen groups;
- We're truly making society better together: in prisons, mentoring kids, fighting addiction, and more, in name of humanism

Finances of Org (Greg and Jade)



Two Years Ago

- \$120,000 in the black at end of 2013
- \$138,000 in the red at end of 2014
- Humanist Community Project was a major source of income; even general donors gave more because of HCP
- But HCP was a huge project: would have required expensive COO, plus HCP Manager. We could not afford it.

2:07 PM
 10/30/14
 Cash Basis

Humanist Chaplaincy at Harvard, Inc.
Profit & Loss
 January through December 2013

	Jan - Dec 13
Ordinary Income/Expense	
Income	
40000 · INCOME	
40030 · FAMILY FOUNDATIONS	77,250.00
40050 · INDV'L/SMALL BUSINESS DONATIONS	360,190.31
40060 · LEGACIES & BEQUESTS	25,450.76
40080 · PROGRAM / EVENT REVENUE	12,081.40
40199 · MISC REVENUE	16,548.45
40000 · INCOME - Other	4,882.09
Total 40000 · INCOME	496,403.01
Total Income	496,403.01
Expense	
50000 · PROGRAMS	
50005 · CONTRACTS & EVENT PERSONNEL	1,605.86
50010 · FACILITY & EQUIPEMENT RENTAL	4,267.80
50015 · FURNITURE & EQUIPEMENT	573.71
50020 · HONORARIUM, AWARDS & GRANTS	1,520.00
50025 · MEALS & ENTERTAINMENT	6,587.56
50030 · SERVICES PURCHASED	11,047.96
50999 · OTHER	6,736.01
Total 50000 · PROGRAMS	32,338.90
51000 · OUTSIDE SERVICES	
51005 · ACCOUNTING FEES	4,000.00
51010 · BANK CHARGES	2,259.45
51015 · BOOKEEPING	1,487.50
51020 · DEVELOPMENT	-78.06
51025 · RESARCH/ANALYSIS	385.00
51030 · TRAINING	64.00
51000 · OUTSIDE SERVICES - Other	4,220.00
Total 51000 · OUTSIDE SERVICES	12,337.89
52000 · MARKETING	
52005 · ADVERTISING	7,690.44
52010 · DESIGN & EDITING	500.00
52015 · EMAIL & INTERNET EXPENSE	2,304.41
52020 · PRINTING & POSTAGE	10,290.45
52030 · TRAVEL	8,249.01
52035 · WEBISTE DESIGN & EDITING	716.50
Total 52000 · MARKETING	29,750.81
53000 · OFFICE	
53005 · CAM/TAXES/UTILITIES	1,500.66
53010 · COMPUTER EXPENSES	785.65
53015 · INSURANCE	733.89
53020 · RENT	45,199.06
53025 · REPAIRS & MAINTENANCE	6,780.51
53030 · SUPPLIES	1,722.24
53999 · 30 JFK RENOVATIONS & EXPENSES	36,576.70
53000 · OFFICE - Other	80.73
Total 53000 · OFFICE	93,379.44
60000 · SALARIES & BENEFITS	
60100 · DIRECTORS & OFFICERS	71,999.96
60200 · STAFF SALARIES & WAGES	177,815.62
60300 · 1099 SALARIES - OTHER	0.00
61000 · HEALTH INSURANCE & BENIFITS	12,760.14
62000 · PAYROLL SERVICE FEE	1,679.02
63000 · PAYROLL TAX EXPENSE	17,932.79
60000 · SALARIES & BENEFITS - Other	-3,361.36
Total 60000 · SALARIES & BENEFITS	278,826.17
99990 · SUSPENSE	1,125.85

2:07 PM
10/30/14
Cash Basis

Humanist Chaplaincy at Harvard, Inc.
Profit & Loss
January through December 2013

	<u>Jan - Dec 13</u>
Total Expense	447,759.06
Net Ordinary Income	48,643.95
Other Income/Expense	
Other Income	
82000 · DIVIDEND INCOME	71,335.86
Total Other Income	71,335.86
Net Other Income	71,335.86
Net Income	<u><u>119,979.81</u></u>

11:28 AM

03/06/15

Cash Basis

Humanist Chaplaincy at Harvard, Inc.
Profit & Loss
January through December 2014

	<u>Jan - Dec 14</u>
Ordinary Income/Expense	
Income	
40000 · INCOME	
40010 · Corporate Donations	700.00
40030 · Family Foundations	21,000.00
40050 · Indv'l/Small Business Donations	299,614.76
40060 · Legacies & Bequests	57,647.61
40080 · Program/Event Revenue	16,367.02
40090 · Miscellaneous Revenue	1,718.93
	<hr/>
Total 40000 · INCOME	397,048.32
	<hr/>
Total Income	397,048.32
Expense	
50000 · PROGRAM EXPENSES	
50005 · Contracts & Event Personnel	9,959.42
50010 · Facility & Equipment Rental	1,586.06
50015 · Program Supplies/Equipment	6,434.76
50020 · Honorarium/Awards/Grants	1,964.67
50025 · Meals & Entertainment	8,040.63
50035 · Travel Expenses	148.00
50040 · Memberships	245.00
50090 · Other Program Expenses	1,762.86
	<hr/>
Total 50000 · PROGRAM EXPENSES	30,141.40
51000 · OUTSIDE SERVICES EXPENSES	
51005 · Accounting Fees	4,000.00
51015 · Bookkeeping	1,675.00
51030 · Training	80.00
51090 · Other Outside Services	1,187.50
	<hr/>
Total 51000 · OUTSIDE SERVICES EXPENSES	6,942.50
52000 · MARKETING EXPENSES	
52005 · Advertisement	2,692.57
52010 · Design & Editing	4,737.92
52015 · Email & Internet	2,260.75
52020 · Printing & Postage	3,083.49
52030 · Travel	7,600.48
52035 · Website Design & Editing	281.25
52040 · Videography	1,350.00
52090 · Other Marketing Expenses	605.91
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Total 52000 · MARKETING EXPENSES	22,612.37
53000 · OFFICE EXPENSES	
53005 · Utilities	
53006 · Telephone & Internet Expenses	2,135.59
53007 · Heat & Electricity (NStar)	3,774.36

11:28 AM

03/06/15

Cash Basis

Humanist Chaplaincy at Harvard, Inc.
Profit & Loss
January through December 2014

	<u>Jan - Dec 14</u>
53008 · Trash Removal	1,591.36
Total 53005 · Utilities	7,501.31
53010 · Computer Expenses	658.75
53015 · Business Insurance	4,410.00
53020 · Rent	74,283.75
53025 · Repairs & Maintenance	
53026 · Cleaning Service	2,335.99
53027 · Cleaning Supplies	516.11
53028 · Keys/Locksmith	395.00
53029 · Miscellaneous Office Repairs	253.45
Total 53025 · Repairs & Maintenance	3,500.55
53030 · Office Supplies	4,007.75
53035 · Bank Charges	
53036 · Bank Account Service Charges	1,149.33
53037 · Bank Overdraft Fees	700.00
53038 · PayPal Service Charges	713.95
Total 53035 · Bank Charges	2,563.28
53040 · Business Licenses/Fees	315.00
53045 · Dues & Subscriptions	535.20
53090 · Other Office Expenses	85.00
Total 53000 · OFFICE EXPENSES	97,860.59
60000 · SALARIES & BENEFITS	
60100 · Officers	80,000.04
60200 · Staff Salaries & Wages	212,929.76
61000 · Health Insurance & Benefits	19,990.05
62000 · Payroll Service Fees	1,655.47
63000 · Employer Payroll Taxes	20,993.37
Total 60000 · SALARIES & BENEFITS	335,568.69
Total Expense	493,125.55
Net Ordinary Income	-96,077.23
Other Income/Expense	
Other Income	
80000 · Interest Income	1.96
81000 · Dividend Income	4,023.36
83000 · Unrealized Gain/(Loss)	
83010 · Vanguard Investments	4,263.41
83020 · Fidelity Brokerage Investments	-19,279.99
Total 83000 · Unrealized Gain/(Loss)	-15,016.58

11:28 AM

03/06/15

Cash Basis

Humanist Chaplaincy at Harvard, Inc.

Profit & Loss

January through December 2014

	<u>Jan - Dec 14</u>
Total Other Income	-10,991.26
Other Expense	
91000 · Amortization	12,474.40
92000 · Prior Year Adjustments	
92005 · Security Deposit Adjustments	6,350.00
92010 · Rent Adjustments	<u>12,247.50</u>
Total 92000 · Prior Year Adjustments	<u>18,597.50</u>
Total Other Expense	<u>31,071.90</u>
Net Other Income	<u>-42,063.16</u>
Net Income	<u><u>-138,140.39</u></u>

Finances



Now

- 1st half '15 goals: stable, more transparent finances
- 1st 6 months '15: total revenues and total expenses both very close to budget; ~\$10K in red.
- 1st time ever: financial reports clear/concise/public
- Dependent on large gifts; ED still raises 90% of funds; minority of members give \$; timing of income unpredictable
- “Going for it” with kids, VIA means much higher expenses 2nd half of year

12:43 PM
 09/30/15
 Cash Basis

Humanist Chaplaincy at Harvard, Inc.
Profit & Loss
 January through June 2015

	<u>Jan - Jun 15</u>
Ordinary Income/Expense	
Income	
40000 · INCOME	
40010 · Corporate Donations	10,000.00
40030 · Family Foundations	1,000.00
40050 · Indv'l/Small Business Donations	
40051 · Large Donors	136,150.00
40052 · Other Indiv./Small Bus. Donors	19,016.24
40053 · Use of Space	7,420.00
Total 40050 · Indv'l/Small Business Donati...	162,586.24
40060 · Legacies & Bequests	8,448.74
40070 · Membership Dues	8,183.67
40080 · Program/Event Revenue	3,622.85
40090 · Miscellaneous Revenue	1,294.04
Total 40000 · INCOME	195,135.54
Total Income	195,135.54
Expense	
50000 · PROGRAM EXPENSES	
50005 · Contracts & Event Personnel	
50006 · Music	2,475.00
50007 · Security	908.00
50008 · Childcare	62.50
50009 · Audio/Visual Technicians	1,115.00
Total 50005 · Contracts & Event Personnel	4,560.50
50010 · Facility & Equipment Rental	979.03
50015 · Program Supplies/Equipment	503.32
50020 · Honorarium/Awards/Grants	1,435.00
50025 · Meals & Entertainment	3,485.72
50035 · Travel Expenses	2,945.09
50090 · Other Program Expenses	1,431.48
Total 50000 · PROGRAM EXPENSES	15,340.14
51000 · OUTSIDE SERVICES EXPENSES	
51005 · Accounting Fees	4,500.00
51015 · Bookkeeping	300.00
51030 · Training	800.00
Total 51000 · OUTSIDE SERVICES EXPENS...	5,600.00
52000 · MARKETING EXPENSES	
52005 · Advertisement	87.64
52010 · Design & Editing	487.50
52015 · Email & Internet	995.00
52020 · Printing & Postage	687.84
52035 · Website Design & Editing	3,815.00
52040 · Videography	120.00
52090 · Other Marketing Expenses	100.00
52000 · MARKETING EXPENSES - Other	97.62
Total 52000 · MARKETING EXPENSES	6,390.60
53000 · OFFICE EXPENSES	
53005 · Utilities	
53006 · Telephone & Internet Expenses	1,323.78
53007 · Heat & Electricity (NStar)	1,740.79
53008 · Trash Removal	825.60
Total 53005 · Utilities	3,890.17
53010 · Computer Expenses	206.19
53015 · Business Insurance	3,717.05
53020 · Rent	38,872.50

12:43 PM
09/30/15
Cash Basis

Humanist Chaplaincy at Harvard, Inc.
Profit & Loss
January through June 2015

	<u>Jan - Jun 15</u>
53025 · Repairs & Maintenance	
53026 · Cleaning Service	1,799.39
53027 · Cleaning Supplies	116.16
53028 · Keys/Locksmith	44.01
53029 · Miscellaneous Office Repairs	507.94
Total 53025 · Repairs & Maintenance	<u>2,467.50</u>
53030 · Office Supplies	952.47
53035 · Bank Charges	
53036 · Bank Account Service Charges	457.80
53037 · Bank Overdraft Fees	35.00
53038 · PayPal Service Charges	278.05
Total 53035 · Bank Charges	<u>770.85</u>
53040 · Business Licenses/Fees	15.93
53045 · Dues & Subscriptions	128.18
53090 · Other Office Expenses	157.32
Total 53000 · OFFICE EXPENSES	<u>51,178.16</u>
60000 · SALARIES & BENEFITS	
60200 · Staff Salaries & Wages	117,343.02
61000 · Health Insurance & Benefits	9,229.28
62000 · Payroll Service Fees	945.78
63000 · Employer Payroll Taxes	8,048.73
Total 60000 · SALARIES & BENEFITS	<u>135,566.81</u>
Total Expense	<u>214,075.71</u>
Net Ordinary Income	-18,940.17
Other Income/Expense	
Other Income	
80000 · Interest Income	221.04
81000 · Dividend Income	2,767.93
83000 · Investment Gains/Losses	
83020 · Fidelity Brokerage Investments	5,015.33
83000 · Investment Gains/Losses - Other	-2,425.85
Total 83000 · Investment Gains/Losses	<u>2,589.48</u>
Total Other Income	<u>5,578.45</u>
Net Other Income	5,578.45
Net Income	<u><u>-13,361.72</u></u>

Humanist Chaplaincy At Harvard													
Budget 2015 by month													
	January	February	March	April	May	June	July	August	September	October	November	December	Totals
REVENUE													
Corporate	-	-	10,000.00	2,000.00	-	-	-	-	-	-	-	10,000.00	22,000.00
Individual/Small Business	45,000.00	32,000.00	21,000.00	14,000.00	28,000.00	13,000.00	89,000.00	10,000.00	20,000.00	10,000.00	54,000.00	-	336,000.00
Legacies/Bequests	-	-	-	30,000.00	-	-	-	-	-	30,000.00	-	-	60,000.00
Program/Events	-	1,000.00	5,000.00	-	-	-	-	-	-	5,000.00	-	-	16,000.00
Other-Dividends	-	-	-	-	-	-	-	-	-	-	-	8,000.00	8,000.00
TOTAL REVENUE	45,000.00	33,000.00	36,000.00	46,000.00	28,000.00	13,000.00	89,000.00	10,000.00	20,000.00	45,000.00	54,000.00	23,000.00	442,000.00
EXPENSES													
Programs													
Values In Action	480.31	480.31	480.31	480.31	480.31	480.31	480.31	480.31	480.31	480.31	480.31	480.31	5,763.72
Humanist Learning Lab	136.16	136.16	136.16	136.16	136.16	136.16	136.16	136.16	136.16	136.16	136.16	136.16	1,633.92
Program Supplies/Equipment	340.00	340.00	340.00	340.00	340.00	340.00	340.00	340.00	340.00	340.00	340.00	340.00	4,080.00
Sunday Programs	1,503.98	1,503.98	1,503.98	1,503.98	1,503.98	1,178.98	1,178.98	1,178.98	1,503.98	1,503.98	1,503.98	1,503.98	17,072.76
Employee Spending	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	1,000.00
HCHAA	350.00	350.00	350.00	350.00	350.00	350.00	350.00	350.00	350.00	350.00	350.00	350.00	4,200.00
Total Program Expenses	2,893.78	2,893.78	2,893.78	2,893.78	2,893.78	2,568.78	2,568.78	2,568.78	2,893.78	2,893.78	2,893.78	2,893.78	33,750.40
Outside Services													
Accounting	-	-	-	-	-	-	-	-	-	-	-	4,500.00	4,500.00
Bookkeeping	525.00	525.00	175.00	175.00	175.00	175.00	175.00	175.00	175.00	175.00	175.00	175.00	2,800.00
Total Outside Services	525.00	525.00	175.00	175.00	175.00	175.00	175.00	175.00	175.00	175.00	175.00	4,675.00	7,300.00
Fundraising	345.60	345.60	345.60	345.60	345.60	345.60	345.60	345.60	345.60	345.60	345.60	345.60	4,147.20
Marketing Expenses													
Website	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	2,000.00
Branding	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	2,000.00
On Line Presence Consultation	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	2,000.00
Videography	375.00	375.00	375.00	375.00	375.00	375.00	375.00	375.00	375.00	375.00	375.00	375.00	4,500.00
CRM/Membership Consultation	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	166.67	2,000.00
Total Marketing Expenses	1,041.67	1,041.67	1,041.67	1,041.67	1,041.67	1,041.67	1,041.67	1,041.67	1,041.67	1,041.67	1,041.67	1,041.67	12,500.00
General & Administrative Expenses													
Rent	6,390.00	6,390.00	6,390.00	6,390.00	6,390.00	6,390.00	6,390.00	6,656.25	6,656.25	6,656.25	6,656.25	6,656.25	78,011.25
Utilities													-
Nstar	139.30	155.87	332.07	461.18	477.79	513.38	625.15	535.12	464.75	292.75	177.99	379.58	4,554.93
Comcast (Telephone & Internet)	120.68	120.68	120.68	120.68	120.68	120.68	120.68	120.68	120.68	120.68	120.68	120.68	1,448.16
Total Utilities	259.98	276.55	452.75	581.86	598.47	634.06	745.83	655.80	585.43	413.43	298.67	500.26	6,003.09
Trash	137.60	137.60	137.60	137.60	137.60	137.60	137.60	137.60	137.60	137.60	137.60	137.60	1,651.20
Cleaning	243.26	243.26	243.26	243.26	243.26	243.26	243.26	243.26	243.26	243.26	243.26	243.26	2,919.12
Insurance	295.90	295.90	295.90	295.90	295.90	295.90	295.90	295.90	295.90	295.90	295.90	295.90	3,550.80
Office Supplies/Expenses	881.40	881.40	881.40	881.40	881.40	881.40	881.40	881.40	881.40	881.40	881.40	881.40	10,576.80
Postage	132.24	132.24	132.24	132.24	132.24	132.24	132.24	132.24	132.24	132.24	132.24	1,634.55	3,089.19
Computer	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	500.00
Miscellaneous	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	1,000.00
Total General & Administrative Expens	8,465.38	8,481.95	8,658.15	8,787.26	8,803.87	8,839.46	8,951.23	9,127.45	9,057.08	8,885.08	8,770.32	10,474.22	107,301.45

Salaries & Benefits														
Officer Salary	6,666.67	6,666.67	6,666.67	6,666.67	6,666.67	6,666.67	6,666.67	6,666.67	6,666.67	7,000.00	7,000.00	7,000.00	7,000.00	81,333.36
Staff Salary & Wages	12,030.00	12,030.00	13,450.00	14,700.00	15,933.33	16,133.33	12,533.33	18,700.33	18,700.33	18,700.33	18,700.33	18,700.33	18,700.33	190,311.64
Employee Payouts	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	1,000.00
Benefits	940.00	940.00	940.00	940.00	940.00	940.00	940.00	940.00	1,244.00	1,244.00	1,244.00	1,244.00	1,244.00	12,800.00
Payroll Processing Fees	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	1,200.00
Payroll Taxes	1,495.73	1,495.73	1,609.33	1,709.33	1,808.00	1,824.00	1,536.00	2,029.36	2,056.03	2,056.03	2,056.03	2,056.03	2,056.03	21,731.60
Total Salaries & Benefits	21,315.74	21,315.74	22,849.34	24,199.34	25,531.33	25,747.33	21,859.33	28,823.69	29,183.69	29,183.69	29,183.69	29,183.69	29,183.69	308,376.60
Total Expenses	34,587.17	34,603.74	35,963.54	37,442.65	38,791.25	38,717.84	34,941.61	42,082.19	42,696.82	42,524.82	42,410.06	48,613.96	48,613.96	473,375.65
Net Profit/(Loss)	10,412.83	(1,603.74)	36.46	8,557.35	(10,791.25)	(25,717.84)	54,058.39	(32,082.19)	(22,696.82)	2,475.18	11,589.94	(25,613.96)	(31,375.65)	

Finances



- Two years from now
 - Board, members actively help ED to connect with more large donors
 - Many more growth, sustaining memberships & small gifts make financial planning more realistic
 - Steady, conservative staff growth- not room for many more in this space, will need to begin to save up for possible expansion
 - Attention to fair salaries/benefits will enable us to continue to retain top staff

VIA (Christopher)



Two Years Ago

- The Hub offered a number of one-off volunteer opportunities for community members to participate in, from park clean-ups and city beautification efforts, to large scale meal-packing projects that provided tens of thousands of meals to those experiencing food insecurity in the Greater Boston area

VIA



Now

- Organizing volunteer opportunities as before
- Planning a conference for 2016 focusing on the role that Humanism can play in racial justice struggles
- Currently establishing substantial partnerships with local/national racial justice organizations working toward long-term structural change
- Offering regular *White People Challenging Racism* Anti-Oppression trainings at the Hub
- Developing a mindfulness-based training series to promote stress resilience in activists

VIA



Two Years from now

- It is envisioned that the Hub will serve as a place of refuge and repair, supporting activists, organizers, and those newly committed to social justice and environmental justice movements
- The Hub will be a resource for skillfully addressing the psychological demands of doing this important work, for finding the intellectual, emotional, and strategic support needed to foster a healthy, joyful, and sustainable approach toward mending our shared world

Learning Lab (Nick)



Two Years Ago:

- Launched our first pilot year
- Had two wonderful interns from the Netherlands to run the program, with little early childhood teaching experience.
- Wrote our curriculum with HGSE PhD students; which is the same curriculum we use today

Learning Lab



Now

- Classroom is developing, vision is clarifying, enthusiasm is very present.
- This is a new model of learning and sharing that learning in *many* ways. We're experimenting. A little unsure how it's going to go, and what support we'll need as it grows. It helps to have a lot of eyes on it. ("Spotters ready!")

Learning Lab



Two Years from Now

- Have a well established program that fits with our community (Enter at this age, exit at this age... Content norms are valuable and the vision is clear to community members)
- Have established the vehicle (curriculum, workshops, videos, and other methods) for which similar programs can be implemented at other locations.

Community Building



- Two Years from ago:
 - Informal
 - Events twice (ish) a week with some special programs

Community Building



- Now
 - Community Committee being launched
 - Discussion groups
 - Meditation group
 - Reading Group
 - Coffee hour every Sunday
 - Several regular volunteers who spearhead wonderful programs and initiatives

Community Building



- Two Years from now
 - Continued programing
 - System for volunteers
 - Dozens of projects each year run my community members
 - Strong sense that the community runs the vision of the organization rather than staff; community based organization with leadership grown across “authority levels”

Speaker Series



Two Years Ago

- Weekly speakers on a wide range of topics
- Launched new format
- 25-35 attendees each week
- addition of brunches and social activities
- First summer of weekly programming (we used to take the summer off)
- First inclusion of music
- One talk by Greg Epstein each semester

Speaker Series



Now

- Weekly relevant speakers, chosen because their messages are inspirational and speak to the values of our community.
- 60-100 attendees each week
- Structured format, now with Roses & Thorns, reflection, music
- New coffee hour after every program; food every week
- Childcare now offered weekly
- Monthly talk by Greg Epstein: with discussion circles, participation, music
- Begin at 1:30, end at 3:00; coffee hour until 4:00
- Subsequent Monday discussion based on Sunday's topic
- All-staff check in meeting before every event

Speaker Series



Two Years from now

- Months themed around the community's values
- Relevant, local speakers
- Programs reaching 100+ people per week
- Possibly hosting 2 “services” each week - one in the morning and one in the afternoon
- Brunches sponsored by members
- HLL and nursery services in tandem with all events
- Monthly talk by Greg Epstein
- Inclusion of baby-naming, memorials, coming-of-age ceremonies
- Showcasing work of HLL students (music, art)
- Truly multigenerational attendance

Relationship w/ Harvard



Two Years Ago

- Known as “Humanist Community at Harvard”; confusing/off-putting to non-Harvard affiliates
- Harvard Humanist Alumni outreach
- Full-time paid (by us) liason with HCHAA students; relationship not as close as previous years
- Handful of humanists at HDS, working to support them more; grad student community inactive
- Greg is VP of the Harvard Chaplains
- HARVARD GIVES US ZERO DOLLARS!

Relationship w/ Harvard



Now

- Known as “The Humanist Hub”: more welcoming to general community/working for brand recognition @Harvard. Still use HCH name at times
- Chaplains work directly w/HCHAA, devoting time
- More HDS Humanist students than we can handle!
- No more grad student group-many grads attend programs, lead VIA
- Less time on alumni outreach or Harvard Chaplains
- HARVARD GIVES US ZERO DOLLARS!

Relationship w/ Harvard



Two Years from now

- More active collaboration between HCHAA, HDS Humanists & Hub programs: students host podcasts, mentor pre-teens, lead teen group, etc?
- HDS Humanist Community Leadership “Polity” Course
- Student-led VIA is bigger, eligible for state/fed/foundation \$?
- Hire student/alum to help with alumni, funding?
- HARVARD GIVES US ZERO DOLLARS!

Questions and Comments?



- Feel free to share your thoughts on anything relevant to the Hub or ask a direct question of one of the presenters!