

Unitarian Society of New Haven
Minutes of the Meeting of the Board of Trustees
June 22, 2011

Board Members Present: Gregg Burton; Patricia Duff; Gil Belaval; Larry Rizzolo; Jesse Whitehead; Sarah Berke; Sandra Frawley; Thea Bourke-Martin; Alan Price

Also Present: Marion Visel

Board Members Absent: Sue Linsley; Lisa Anderson

T. Bourke called the meeting to order at 6:35 p.m. and G. Burton recorded the minutes. A quorum of Board Members was present, and the meeting proceeded with T. Bourke presiding.

Check-In & Agenda

Following board members check-ins, T. Bourke reviewed the agenda for the meeting and noted that this meeting is to be 'generative' with more informal discussion in order to allow for the formulation of ideas.

Board Goals

The board discussed setting goals for the coming congregational year. Board goals from the current year were reviewed and several goals were proposed focusing on expanding the congregation and its financial resources as a starting point. Discussion summary:

- Consideration of the target size for the congregation; whether becoming a "large" congregation of 600+ was desirable
- Noted that goals from last year may not have been achieved and may still be underway and require continued board support
- Noted that the congregation has worked through 'growing pains' as the size of the congregation increased (e.g. process of shifting to 2 services)
- Significant discussion around the need for improved communication and coordination of events, activities and initiatives
- Consideration of various metrics to measure success in meeting goals (e.g. reducing attrition rate by half, increasing participation in congregational activities by X%)

- Significant discussion of development of leadership as a board goal; increase in number of leadership roles; continuing and improving programs to support leadership skill development
- Consideration of whether structural changes are needed in order to improve coordination between various groups, committees, etc.

S. Berke and T. Bourke volunteered to attempt to distill the various ideas discussed into proposed goals to be discussed at the board retreat meeting. Board members were invited to submit additional formulations of goals based on the discussion as well.

ACTION ITEM: S. Berke and T. Bourke

Committee Status

Officers updated the new board as to the status of committee organizational efforts commenced by the prior board. Intent of the organizational efforts is to improve communication between the board and committees and to give committees better direction as to their charge. Committee guidelines were drafted by the prior board, but have not been communicated to the committees for their input. The prior board planned to hold a "committee day" event modeled on the "social justice day" event, where the committees and board members would come together to understand the functions and activities of each committee.

Treasurer's Report on Financial Matters

S. Frawley explained that following the Abundance Workshop, a working group (Stewardship Working Group) was informally created to bring together the various committees involved in canvas, stewardship, endowment and finance to consider how to address current financial challenges and to improve financial status. The Stewardship Working Group is expected to report to the board in the fall with their thoughts and suggestions. The following board members volunteered to provide the draft guidelines to the respective committees for their input: S. Frawley: Building & Grounds, Finance and Stewardship; P. Duff: Personnel and Rental; G. Belaval: Fundraising.

ACTION ITEMS: S. Frawley; P. Duff and G. Belaval

Director of Religious Education Search

The board discussed the need to move forward on efforts to identify a replacement director of religious education. Margaret Ariori expressed willingness to assist in recruiting a committee to begin the search process.

MOTION by G. Belaval: To empower Margaret Ariori to recruit a committee to define the position of Director of Religious Education.

Seconded and passed without dissent. (*See below for modification motion*)

Clarifications were made that the search is intended to identify a Director of Religious Education to begin the 2012-2013 congregational year.

MOTION by G. Belaval: To amend and restate the prior resolution in its entirety as follows: The Board hereby empowers Margaret Ariori to recruit a search committee and for that committee to prepare a proposed definition of the role of the Director of Religious Education and a proposed process for recruiting and interviewing for the position and to present said proposals to the board no later than August 1, 2011.

Seconded and passed without dissent.

MOTION by G. Burton: To empower the President of USNH to act as liaison to the committee during the summer prior to the next meeting of the board.

Without a second, the motion was withdrawn.

Adjournment

There being no further business, the meeting was adjourned.