

Unitarian Society of New Haven
Minutes of the Board Meeting of the Board of Trustees
October 15, 2013

Accepted November 14, 2013

Board Members Present: Alison Cunningham, Mary Donohue, Peggy Rae, Greg Seaman, David Jones, Suzanne Miller, Nancy Lesh, Rod Groff, Bobbi Pace

Board Members Absent: Holly Hawkins

Also Present: Emily Melcher

A. Cunningham called the meeting to order at 7:02 pm and P. Rae recorded the minutes. A quorum of Board Members was present, and the meeting proceeded with A. Cunningham presiding.

Revised Ministerial Compensation Package

A. Cunningham presented revised figures for the proposed compensation package. As agreed at the October 10 Board Meeting, the Ministerial Search Negotiating Team adjusted its proposed package to include dental insurance for the minister, a low-deductible health insurance plan, and a cap of \$7,000 on reimbursable professional expenses. The salary range remains \$73,100 to \$83,100; the revised total cost with benefits is \$112,264 to \$124,029. This assumes health insurance coverage for a 60-year old minister with family; the total cost is less for a younger minister or a minister without family coverage. A. Cunningham noted the amount budgeted this year for E. Melcher's salary + benefits is \$111,000.

MOTION G. Seaman to approve the revised compensation package; **SECONDED** B. Pace; **PASSED** without dissent or abstention.

The package will be presented to the Congregation for its approval at the October 20, 2013 Congregational Meeting.

The Board reviewed S. Miller's draft reply to the Ministerial Search Committee's letter re compensation discussed at the October 10 Board Meeting. It was agreed that S. Miller will send the Board's response to committee chairs Gregg Burton and Joanie Messner.

Mid-Term Interim Progress Appraisal

E. Melcher and the Board discussed the mid-term reports on the interim period each prepared for the UUA. Although written separately, the two reports are in agreement in their assessment of where USNH is in its preparation for a new minister. Among areas needing work are right relations/conflict resolution and delineation of leadership roles of

ministers, staff, and lay leaders. Both also agree that the congregation has not yet attained a renewed vision for the future. The reports will be filed on-line with the UUA.

Preparation for October 20 Congregational Meeting

The Board briefly discussed items to be included in the President's message, to be delivered by A. Cunningham.

B. Pace will prepare a Wordle projection that shows graphically, through word size, how frequently particular words came up in the values workshops last spring, allowing a quick visualization of their importance to the congregation.

Negotiating Team members Lisa Anderson and David Stagg will present the ministerial compensation package for congregational approval.

Adjournment

There being no further business before the Board, this portion of the meeting was adjourned at 8:32 pm, and the Board continued with its monthly discussion of governance reform.