

Unitarian Society of New Haven
Minutes of the Board Meeting of the Board of Trustees
July 15, 2014

Accepted August 14, 2014

Board Members Present: Mary Donohue, David Jones, Rod Groff, Alison Cunningham, Mary Losee, Dan Gelperin, Holly Hawkins, Russell Heinrich, Merrily Kaplan, Peggy Rae, Suzanne Miller

Board Members Absent: None

Also Present: Sandy Frawley

M. Donohue called the meeting to order at 7:01 pm and P. Rae recorded the minutes. A quorum of Board Members was present, and the meeting proceeded with M. Donohue presiding.

Consent Agenda

Approval of Minutes of 6/12/14 and 6/17/14 Board Meetings.

MOTION to approve; **SECONDED**; **PASSED** unanimously without dissent or abstention.

Financial Report: Background Information on Pledges

Finance Committee Chair S. Frawley presented information about pledging she feels may be useful to the Board and congregation when we address the matter of budget deficits and right-sizing our expectations for USNH's operations and programs.

Sandy distributed spreadsheets comparing USNH pledge figures for FY13-14 with those at other UU congregations, as reported on the UUA website. The data indicate USNH is a generous congregation, both in terms of the total amount pledged and the average pledge made per pledge unit (USNH had 267 pledge units).

Average Pledge per Pledge Unit in various groups of UU Congregations

	Cong. in Clara Barton District	Cong. in Mass Bay District	Cong. with 300-399 members (national)
USNH	\$1,288	\$1,582	\$1,626

Detailed information on the congregations in each group can be seen on the spreadsheets, which are attached to these Minutes for reference.

Sandy also presented an analysis of USNH pledges for 2014-15 showing the number of pledges made at different levels of contribution. So far, 277 members have pledged, with an average of \$1,639 per pledge. Using an estimate of per member expense based on total expenses in the FY14-15 budget divided by 277, she pointed out that only a small percentage of those pledging did so at or above this amount.

Marion Visel's Departure

S. Frawley spoke about the budget impact associated with M. Visel's leaving USNH in mid-August. Personnel Committee Chair Jean Rosenthal has calculated the FY14-15 Personnel budget will be decreased by about \$30,000 as a consequence of Marion's departure. Sandy noted the deficit in the FY14-15 budget passed by the congregation at the June Annual Congregational Meeting is \$34,416, so on paper, at least, the deficit could be considerably reduced.

The Personnel Committee met with Marion to discuss what her tasks and activities have been and to get her perspective on staffing structure at USNH. J. Rosenthal will attend the Aug. 14 Board Meeting to relay what Marion said; she will also speak about office staffing.

Marion will be honored Aug. 10 with a brunch and other festivities organized by the Lay Ministry team. At that time, the Board will also present her with a gift.

Interim Fritz Hudson's Arrival

F. Hudson begins his work at USNH Aug. 1 and will be at the Aug. 3 Sunday service. He will set up the Transition Team after his arrival, but asked that we have a welcoming committee already in place to help out for the first month on such things as arranging meetings with USNH members and groups and acquainting his wife with local businesses. M. Donohue will take on getting a welcoming committee formed.

USNH members and friends will have a chance to meet Fritz and his wife Ginny in an informal setting at the congregation-wide picnic at Brooksvale Park on Aug. 17.

Ministerial Search Committee (MSC) Selection Process

Response to the July 1 letter to members about MSC nominations has been modest. P. Rae will send an eblast to members reminding them that nomination forms are due by Aug. 1.

It was agreed that A. Cunningham and M. Donohue will tally the results and present a list of prospective candidates to the Board at a special Aug. 7 Board meeting. Although the list will be based on those people who were most frequently nominated, it will not reveal individual nomination frequencies either by number or by order. Board members will be assigned candidates to contact to confirm willingness to serve, to be certain the person is aware of the

commitment involved, and to ask the candidate to fill out the bio form, which will be based on the one used in 2013 for the first MSC selection.

Russ Heinrich agreed to handle compilation of candidate bios.

P. Rae will ask Gregg Burton if he will assist in the on-line absentee voting process, as he did for the previous MSC election, and M. Donohue will contact Keith Kron at the UUA Transitions Office to get information on our Ministerial Search Representative.

Other details, such as the voting itself, will be discussed at the Aug. 7 meeting.

Other

Newsletter articles: In an effort to improve communication between the Board and the congregation, each Board member agreed to be responsible for handling Board newsletter articles and notices for one particular month. A list of who is responsible for which month's submissions will be posted on the Board website.

Thank you notes: M. Kaplan will send thank you notes to members of the former Transition Team and to the people who re-vamped the USNH kitchen.

Budget cottage meetings: S. Miller suggested the Board do a trial exercise, like the one it might do with the congregation, to help people think about what's important and what fits our mission as we contemplate the budget situation. The exercise would ask the questions, "What are we not doing that we want to do, what are we doing that we don't want, and what are we willing to pay for?" It was suggested the exercise be done at one of our Board meetings this summer.

Rental Task Force: D. Jones reported that a rental task force has been set up to address rental policy and procedures. The group consists of D. Jones, Bob Congdon, and Kathy Lindbeck and will hold its first meeting next week (week of July 21). D. Jones will write a piece about the task force for the August newsletter (A. Cunningham to submit the piece).

Adjournment

There being no further business at hand, the meeting was adjourned at 8:55 pm.

Congregation	City	State	UU Members	RE Enrollment	Avg Attendance	Pledging Units	Pledging Income	Average Pledge
Unitarian Universalist Church in Meriden	Meriden	CT	91	41	64	58	\$138,299	\$2,384
Unitarian Society of Hartford	Hartford	CT	145	33	87	116	\$259,481	\$2,237
First Church Unitarian Littleton	Littleton	MA	144	30	79	93	\$183,523	\$1,973
The First Church of Deerfield	Deerfield	MA	7	10	45	32	\$62,876	\$1,965
The Community Church Of North Orange And Tully	Orange	MA	7	6	23	17	\$33,000	\$1,941
First Universalist Society Federated	Charlton	MA	12	54	101	94	\$178,955	\$1,904
UU Society: East	Manchester	CT	293	92	155	219	\$405,902	\$1,853
Unitarian Fellowship of Storrs	Storrs	CT	18	2	11	11	\$20,250	\$1,841
Unitarian Society of New Haven	Hamden	CT	359	82	175	267	\$484,875	\$1,816
All Souls UU Congregation	New London	CT	220	85	204	159	\$285,245	\$1,794
UU Society of Greater Springfield	Springfield	MA	179	25	127	88	\$152,828	\$1,737
The Universalist Church of West Hartford	West Hartford	CT	548	185		268	\$449,566	\$1,677
UU Church Greater Bridgeport	Stratford	CT	58	20	45	35	\$57,964	\$1,656
First Parish Church of Groton UU	Groton	MA	223	99	156	156	\$251,353	\$1,611
First Unitarian Society UU Society of Gardner	Gardner	MA	36	6	30	17	\$26,600	\$1,565
Brookfield UU Church	Brookfield	MA	77	25	66	44	\$68,797	\$1,564
First Parish Church UU of Stow & Acton	Stow	MA	315	135	213	174	\$259,747	\$1,493
First Parish Church UU	Northborough	MA	158	41	74	85	\$125,000	\$1,471
UU Society of Amherst	Amherst	MA	134	52	104	85	\$124,158	\$1,461
First Religious Society	Carlisle	MA	178	55	110	87	\$126,185	\$1,450
First Congregational Society Unitarian	Chelmsford	MA	220	109	114	119	\$169,963	\$1,428
UU Church of Worcester	Worcester	MA	184	108	185	150	\$214,035	\$1,427
Unitarian Universalist Society of Grafton & Upton	Grafton	MA	83	33	66	63	\$87,249	\$1,385
Unitarian Church of Marlborough & Hudson	Hudson	MA	42	16	40	25	\$33,805	\$1,352
Federated Church	Sturbridge	MA	6	35	135	147	\$195,925	\$1,333
Harvard UU Church	Harvard	MA	178	80	132	136	\$178,452	\$1,312
Unitarian Congregation of Mendon & Uxbridge	Mendon	MA	35	14	35	24	\$30,756	\$1,282
Shoreline UU Society	Madison	CT	112	26	76	112	\$138,460	\$1,236
First Parish Church of Ashby UU	Ashby	MA	35		15	13	\$16,000	\$1,231
First Parish Church	Berlin	MA	26	25	40	60	\$72,000	\$1,200
UU Congregational Society of Westborough	Westborough	MA	111	78	45	74	\$88,400	\$1,195
UU Parish	Monson	MA	26		18	11	\$12,936	\$1,176
Mattatuck Unitarian Universalist Society	Woodbury	CT	84	13	52	78	\$91,700	\$1,176
Unitarian Society of Northampton & Florence	Northampton	MA	273	83	171	215	\$250,028	\$1,163
UU Meeting of South Berkshire	Great Barrington	MA	59	6	43	43	\$48,644	\$1,131
First Unitarian Church (Second Parish)	Worcester	MA	277	79	147	208	\$226,082	\$1,087
Hopedale Unitarian Parish	Hopedale	MA	81	38	67	35	\$37,770	\$1,079
First Parish Church United of Westford	Westford	MA	139	82	89	130	\$131,505	\$1,012
The First Parish Church in Billerica	Billerica	MA	53	10	25	20	\$18,886	\$944
First Church of Christ, Unitarian	Lancaster	MA	103	30	47	16	\$14,205	\$888
UU Society in Brooklyn Connecticut Inc	Brooklyn	CT	12		12	5	\$4,230	\$846
UU Church of Winchendon	Winchendon	MA	12	8	21	14	\$10,920	\$780
UU Church of Pittsfield	Pittsfield	MA	79	21	47	47	\$35,465	\$755
All Souls Unitarian Universalist Church, Greenfield M	Greenfield	MA	76	12	49	54	\$37,795	\$700
First Congregational Parish Unitarian	Petersham	MA	60	18		34	\$21,324	\$627
First Church UU	Leominster	MA	54	4	35	39	\$22,684	\$582
St Paul\'s Church of Palmer	Palmer	MA	31		16	27	\$15,248	\$565
First Church Unitarian Inc.	Athol	MA	14	3	10	10	\$5,000	\$500
UU Church of Norwich CT	Norwich	CT	18		10	10	\$4,300	\$430
First Universalist Society in New Haven	New Haven	CT	22	5	22	14	\$5,295	\$378
Unitarian Fellowship of Northwest Connecticut	Salisbury	CT	10			6	\$730	\$122
(51 congregations)							Average Pledge	\$1,288

Congregation	City	UU Members	RE Enrollment	Avg Attendance	Pledging Units	Pledging Income	Average Pledge
UU Society of Wellesley Hills	Wellesley Hills	196	82	109	104	\$310,000	\$2,981
The Dover Church	Dover	10	48	95	156	\$364,488	\$2,336
UU Church of Reading	Reading	311	143	229	193	\$430,824	\$2,232
First Parish UU	Medfield	93	25	56	51	\$112,347	\$2,203
First Parish in Milton UU	Milton	214	103	107	106	\$224,870	\$2,121
Winchester Unitarian Society	Winchester	278	104	181	172	\$364,629	\$2,120
Theodore Parker UU Church	West Roxbury	98	31	58	55	\$115,000	\$2,091
First Parish in Brookline	Brookline	269	124	165	167	\$349,017	\$2,090
First Parish of Westwood United Church	Westwood	3	65	50	80	\$166,420	\$2,080
The First Parish in Wayland	Wayland	300	116	95	172	\$351,000	\$2,041
First Parish in Needham UU	Needham	223	95	147	149	\$290,001	\$1,946
The First Church in Belmont	Belmont	407	254	230	284	\$548,591	\$1,932
First Parish in Concord	Concord	797	234	282	449	\$852,773	\$1,899
UU Area Church at First Parish in Sherborn	Sherborn	267	125	225	131	\$247,555	\$1,890
UU Church of Marblehead	Marblehead	145	35	64	82	\$153,500	\$1,872
Unitarian Society of New Haven	Hamden	359	82	175	267	\$484,875	\$1,816
First Parish of Sudbury Mass UU	Sudbury	190	49	96	131	\$233,000	\$1,779
First Parish of Watertown	Watertown	120	45	90	80	\$142,000	\$1,775
First Parish Church in Weston	Weston	552	204	255	233	\$405,000	\$1,738
Follen Church Society	Lexington	287	128	195	216	\$373,841	\$1,731
The North Parish of North Andover	North Andover	342	128	240	207	\$347,288	\$1,678
Melrose Unitarian Universalist Church	Melrose	121	83	86	83	\$137,496	\$1,657
First Parish Unitarian Universalist of Arlington	Arlington	398	250	208	265	\$437,325	\$1,650
The Eliot Church of South Natick	Natick	63	50	57	41	\$66,560	\$1,623
First Parish in Bedford	Bedford	381	113	238	229	\$369,499	\$1,614
The First Parish in Lincoln	Lincoln	175	140	225	253	\$401,403	\$1,587
First Unitarian Society in Newton	Newton	404	180	209	342	\$537,424	\$1,571
First Parish in Waltham UU Inc.	Waltham	109	28	60	76	\$116,000	\$1,526
First Parish in Framingham	Framingham	374	135	160	205	\$300,245	\$1,465
UU Church of Medford	Medford	86	32	55	43	\$60,000	\$1,395
UU Congregation in Andover	Andover	59	14	48	46	\$64,140	\$1,394
First Parish in Lexington	Lexington	273	83		260	\$352,400	\$1,355
First Universalist Church of Essex MA	Essex	91	40	70	62	\$84,000	\$1,355
Arlington Street Church	Boston	203	40	173	188	\$254,462	\$1,354
UU Church of Haverhill	Haverhill	130	45	90	81	\$107,638	\$1,329
First Parish Church in Beverly UU	Beverly	173	70	111	90	\$119,518	\$1,328
King's Chapel	Boston	201	11	101	112	\$146,406	\$1,307
First Congregational Society in Salem Unitarian	Salem	129	68	75	69	\$90,000	\$1,304
First Parish in Cambridge (UU)	Cambridge	267	95	187	239	\$292,792	\$1,225
First Religious Society in Newburyport	Newburyport	368	150	191	285	\$347,438	\$1,219
Independent Christian Church Unitarian U	Gloucester	93	5	51	65	\$79,148	\$1,218
First Church and Parish in Dedham	Dedham	140	37	75	82	\$95,893	\$1,169
UU Society of Rockport	Rockport	85	15	50	60	\$70,000	\$1,167
Northshore UU Church	Danvers	105	16	50	75	\$87,168	\$1,162
The First Church in Chestnut Hill	Chestnut Hill	104	30	40	55	\$60,000	\$1,091
First Parish Church in Dorchester	Dorchester	71	25	60	57	\$60,118	\$1,055
UU Church of Greater Lynn	Swampscott	155	65	97	87	\$80,060	\$920
First Parish in Malden Universalist	Malden	66	32	61	34	\$30,000	\$882
First Universalist Society of Wakefield	Wakefield	59	9	35	41	\$36,000	\$878
First Universalist Society	Salem	62	5		26	\$20,592	\$792
United First Parish Church (Unitarian) in Quincy	Quincy	79	32	47	87	\$63,792	\$733
(51 Congregations)						Average Pledge	\$1,582

Congregation	District	Region	City	State	UU Members	Pledging Units	Pledging Income	Average Pledge
The UU Church of Fresno	Pacific Central Dist	Pacific Wes	Fresno	CA	339	190	\$595,330	\$3,133
UU Congregation of Princeton	Metro New York D	Central-Eas	Princeton	NJ	352	232	\$537,557	\$2,317
UU Church of Reading	Massachusetts Bay	New Englar	Reading	MA	311	193	\$430,824	\$2,232
UU Congregation of Rockville	Joseph Priestley Di	Central-Eas	Rockville	MD	381	237	\$523,363	\$2,208
UU Church of Silver Spring	Joseph Priestley Di	Central-Eas	Silver Sprin	MD	318	212	\$459,000	\$2,165
Mt Vernon Unitarian Church	Joseph Priestley Di	Central-Eas	Alexandria	VA	333	219	\$449,650	\$2,053
The First Parish in Wayland	Massachusetts Bay	New Englar	Wayland	MA	300	172	\$351,000	\$2,041
Unitarian Church of Harrisburg	Joseph Priestley Di	Central-Eas	Harrisburg	PA	350	191	\$386,002	\$2,021
First Unitarian Church of St. Lou	(None)	MidAmeric	Saint Louis	MO	349	221	\$420,269	\$1,902
First UU Church	(None)	MidAmeric	Rochester	MN	351	216	\$393,723	\$1,823
Unitarian Society of New Haven	Clara Barton Distri	New Englar	Hamden	CT	359	267	\$484,875	\$1,816
Dupage Unitarian Universalist C	(None)	MidAmeric	Naperville	IL	313	218	\$387,151	\$1,776
First Unitarian Church	(None)	MidAmeric	Cincinnati	OH	301	200	\$353,756	\$1,769
Morristown Unitarian Fellowshi	Metro New York D	Central-Eas	Morristown	NJ	343	244	\$424,009	\$1,738
All Souls UU Church	(None)	MidAmeric	Kansas City	MO	337	169	\$292,828	\$1,733
First Unitarian Church of Pittsbu	Ohio-Meadville Dis	Central-Eas	Pittsburgh	PA	393	258	\$446,236	\$1,730
Unitarian Society of Germantow	Joseph Priestley Di	Central-Eas	Philadelphi	PA	307	183	\$309,465	\$1,691
Countryside Church UU	(None)	MidAmeric	Palatine	IL	316	225	\$379,627	\$1,687
Horizon UU Church	Southwestern Dist	Southern R	Carrollton	TX	315	165	\$276,853	\$1,678
The North Parish of North Ando	Massachusetts Bay	New Englar	North Ando	MA	342	207	\$347,288	\$1,678
UU Church in Cherry Hill	Joseph Priestley Di	Central-Eas	Cherry Hill	NJ	352	206	\$343,147	\$1,666
Valley UU Congregation	Pacific Southwest	Pacific Wes	Chandler	AZ	319	220	\$365,910	\$1,663
First Parish Unitarian Universalis	Massachusetts Bay	New Englar	Arlington	MA	398	265	\$437,325	\$1,650
First Unitarian Church	Mountain Desert I	Pacific Wes	Salt Lake Ci	UT	329	274	\$447,578	\$1,633
First Unitarian Church of Clevela	Ohio-Meadville Dis	Central-Eas	Shaker Heig	OH	369	280	\$453,797	\$1,621
First Parish in Bedford	Massachusetts Bay	New Englar	Bedford	MA	381	229	\$369,499	\$1,614
The UU Congregation at Montcl	Metro New York D	Central-Eas	Montclair	NJ	361	264	\$415,858	\$1,575
North Shore Unitarian Church	(None)	MidAmeric	Deerfield	IL	378	281	\$440,300	\$1,567
UU Community Church of Santa	Pacific Southwest	Pacific Wes	Santa Mon	CA	350	250	\$387,702	\$1,551
First Parish Brewster	Ballou Channing D	New Englar	Brewster	MA	337	235	\$361,779	\$1,539
UU Church of Greater Lansing	(None)	MidAmeric	East Lansin	MI	305	246	\$374,520	\$1,522
First Unitarian Society of Minne	(None)	MidAmeric	Minneapol	MN	376	246	\$374,462	\$1,522
Unitarian Universalist Society of	St. Lawrence Distr	Central-Eas	Schenectac	NY	385	219	\$332,353	\$1,518
The Community Church of Chap	Southeast District	Southern R	Chapel Hill	NC	356	284	\$426,208	\$1,501
First Unitarian Society of Denve	Mountain Desert I	Pacific Wes	Denver	CO	361	286	\$428,000	\$1,497
First Parish Church UU of Stow	Clara Barton Distri	New Englar	Stow	MA	315	174	\$259,747	\$1,493
First UU Society of Albany	St. Lawrence Distr	Central-Eas	Albany	NY	387	259	\$382,104	\$1,475
First Parish in Framingham	Massachusetts Bay	New Englar	Framingha	MA	374	205	\$300,245	\$1,465
The Greenville UU Fellowship	Southeast District	Southern R	Greenville	SC	322	192	\$281,000	\$1,464
Shawnee Mission UU Church	(None)	MidAmeric	Lenexa	KS	328	237	\$338,735	\$1,429
UU Congregation of Monmouth	Metro New York D	Central-Eas	Lincroft	NJ	332	197	\$277,223	\$1,407
The UU Church	(None)	MidAmeric	Rockford	IL	340	224	\$313,019	\$1,397
UU Congregation Santa Rosa	Pacific Central Dist	Pacific Wes	Santa Rosa	CA	335	265	\$363,445	\$1,371
Olympia Brown UU Church	(None)	MidAmeric	Racine	WI	319	189	\$257,440	\$1,362
UU Church of Lancaster PA	Joseph Priestley Di	Central-Eas	Lancaster	PA	363	234	\$315,479	\$1,348
First Unitarian Universalist Socie	Pacific Central Dist	Pacific Wes	San Francis	CA	365	248	\$333,817	\$1,346
Quimper UU Fellowship	Pacific Northwest	Pacific Wes	Port Towns	WA	337	249	\$320,028	\$1,285
UU Society of Sacramento	Pacific Central Dist	Pacific Wes	Sacramenti	CA	390	350	\$438,118	\$1,252
First Religious Society in Newbu	Massachusetts Bay	New Englar	Newburypc	MA	368	285	\$347,438	\$1,219
UU Fellowship of Corvallis	Pacific Northwest	Pacific Wes	Corvallis	OR	310	249	\$303,234	\$1,218
Universalist Unitarian Church of	(None)	MidAmeric	Peoria	IL	370	227	\$270,970	\$1,194
UU Church of Sarasota Inc.	Florida District	Southern R	Sarasota	FL	398	288	\$315,531	\$1,096
UU Church of Buffalo	St. Lawrence Distr	Central-Eas	Buffalo	NY	374	265	\$289,000	\$1,091
First Unitarian Society of Ithaca	St. Lawrence Distr	Central-Eas	Ithaca	NY	363	245	\$262,425	\$1,071
(54 Congregations)							Average Pledge	\$1,626