

Unitarian Society of New Haven
Minutes of the Meeting of the Board of Trustees
March 8, 2018

Accepted April 12, 2018

Board Members Present: Jeannette Faber, Kathy Garner, Megan Lloyd Joiner, Bernice Marie-Daly, Pamela Miller, Peggy Myers, Bobbi Pace, Pat Trotta

Board Member Absent: Dan Gelperin

Also Present: David Stagg

P. Myers called the meeting to order at 6:35pm and P. Miller recorded the minutes. A quorum of Board members was present and the meeting proceeded with P. Myers presiding.

Gather:

B. Pace lit the chalice and J. Faber read a poem by Pablo Medina, "A Poem for the Epiphany" from Joy 100 Poems. The leadership covenant was read and was followed by a check in with each person answering the question, "What is the best advice you've ever been given?"

Added items to the agenda:

Interpretation for 1.9.2;

BLUU

Assess the Past (Monitoring):

Minister's report

The minister's report is attached at the end of the minutes.

The stewardship committee has committed to a two-year term.

Publicity for the congregational team experiment has begun. The teams may start before a hospitality coordinator is hired.

Volunteers (ushers, greeters, etc.) will be trained to implement the lock down procedure once it has been approved.

A doodle poll will be sent to board members and others for the two services summit.

The anti-racism team will hold a discussion on March 18 about denominational issues. Two teach-ins were held this year. A member of BLU spoke to the congregation in February. Our anti-racism team is in the process of regrouping.

Junta for Progressive Action along with Rose Delauro is looking at the possibility of 500 dreamers in the New Haven area facing deportation. Only 5 congregations in CT have been declared sanctuary congregations. We are not in a situation where we could serve as a sanctuary.

BLUU

Email was received from P.J. Deak about UUA financial contributions and BLUU (Black Lives of Unitarian Universalists, an organizing collective). In Fall 2016, BLUU presented their work to the UU board, requesting funding for their work. The board approved the request for \$5.3M. \$300,000 was granted up front. Some matching grants are in the works. They have not reached \$1M. In 1968, another promise of money had been made to the Black Affairs Council by the UU. Some was paid in the first few years, the rest was not raised or paid. This led to an exodus of black UUs. There is concern that there will be a repeat of this. The money could come from unrestricted UU endowment funds. The campaign is called The Practice and the Promise, and is asking for special collections from congregations, \$10/member. P.J. Deak is asking that some of the funds we had set aside for UUA dues should be sent to this campaign. \$610,000 is all that has been raised so far. Some members of the antiracism task force support this concept. Some congregations are doing separate fundraising for BLUU. "Pay our dues or live our values"? If and how do we want to support the BLUU collective? No decisions are required tonight.

Monitoring Policy 1.0 General Management Team Constraints

Allen Rosenthal, leader of the bipolar and depression support group, has stepped back and is not leading the group. Two others have stepped forward but they do not have the training the Rosenthal did. MT is looking at guidelines for support groups. Support groups can be led by peers who have not been trained.

Interpretation for policy 1.9.2

MOTION – P. Miller, to accept the interpretation for policy 1.9.2 after changing "2 or 3 times" to "up to 3 times"; **SECONDED – B. Pace**;

PASSED, 7 in favor, 0 opposed, 0 abstentions

Create the Future & Learning:

Sign up for board members to be recognized at the second service:

March 11: K. Garner

March 18: P. Miller

March 25: B. Marie-Daly

April 1: - P. Myers

April 8: B. Pace

Board retreat update

Coffee will be available at 9am. The meeting will start at 9:30 and adjourn at 3:30pm.

Monthly board chats.

We should have a written introduction to give to attendees. We need to get clear what our intention is for the next two chats. What are we trying to do?

We can piggyback on the discussion of vision from the last sermon. Dan and Bobbi will lead the chat on policy governance. Kathy will talk about aligning USNH activities with mission and vision.

Why are we doing what we are doing? The board being able to zero in on a vision is needed to build a vision for USNH. Everyone is doing good things but we don't have a direction. Is our purpose only to help the congregation build a vision? Where is the congregation putting its energy? Is the board scattered? We are learning how to provide leadership and asking questions to get the congregation to participate in the community building process. We are also trying to find space for the resistance to change. This is not a linear process. We have to balance loss with the gain from change. The first chat served as a reminder that the congregation is not in the same space as the board as a result of the work that the board has done on growth in the last year.

Interface between MT and committees.

We need to set up meetings with B&G and Finance committees.

Can we meet on the 3rd Wednesday of the month with B&G (March 21 or April 18)? Pat, Pam, Peggy, Dan will attend.

The Finance committee contact is Kathy. There is no standard date to meet. We will provide a few dates and ask if they can make it. Peggy will contact Dan. Bobbi will be interested. David Stagg asked is there a standard set of questions to be asked? What is the charge of the committee? What are the tasks? What is the reporting relationship? What is working? What could be improved upon? Relationship with staff? Opportunities for growth? There is a proposal for discussion. It has not been sent to the board.

What is next for 4th Tuesday meetings?

Nominations

Nominating committee is looking for treasurer, VP, and 2 members at large. They would love to have a clear description of the treasurer's position. The next meeting is next Thursday. K. Garner will send a draft. Can the membership committee come up with some names for member at large position? Can we prepare an orientation for new board members? Can we assign an experienced board member to work with a new member? The VP should be an experienced person.

Consent Agenda:

MOTION – B. Pace, to approve the February 8, 2018 Board of Trustees meeting minutes;
SECONDED – B. Marie-Daly;

PASSED, 6 in favor, 0 opposed, 1 abstention

Thank you notes? Chocolate auction – Barbara Orack and Dan Gelperin

Adjournment

MOTION – P. Myers, to adjourn; **SECONDED – B. Marie-Daly;**

PASSED unanimously,

The meeting was adjourned at 8:25pm.

Attachments:

Minister's Report
Leadership responsibility monitoring
MT Interpretation for 1.9.2

Minister's Report
March 8, 2018
Rev. Megan Lloyd Joiner

State of the Congregation *(recent successes, challenges, observations about the congregation's functioning in relationship to the mission, ministries, members, staff, or other Board concerns)*

Stewardship

The Stewardship Campaign has launched. The Team hosted a successful sustaining donors event on 2/24. The weather kept some away, but those who were present asked good questions and appreciated the event. We have received some complaints that the Stewardship Team's decision to hold this kind of event is exclusionary. The goal for the year is \$490,000. This is a calculation that takes into account the realization of pledges we see each year. \$465,000 is budgeted in the draft 2018-2019 budget.

Congregational Teams

We are working on the Congregational Teams initiative and have sent out the initial communication about this initiative. So that the Board is aware, the congregation will be divided into twelve teams. Each team will be assigned one month of the year to coordinate the Fellowship Hour during that month (3-4 weeks excluding the first Sunday which will be hosted by the Sunday Morning Team). Team leaders (2-3 per team) will do coordination. Each person on the team will most likely only be responsible for one Sunday a year.

Personnel

We are beginning searches with the Personnel Committee for the Hospitality Coordinator (starting date: ASAP) and Membership Coordinator (starting date: August, 2018).

Operational Policies and Procedures

The Management Team is in the process of finalizing policies and procedures on Burial and Memorial Garden and Gifts and Donations. We are working with the Permanent Committee on Right Relations on a policy on Disruptive Behavior and Congregational Safety. The Safety and Security Task Force is still in progress on lockdown procedures.

Major Accomplishments *(Large, new, or not regular-duty projects)*

A Landscape Committee has been established by the Management Team to assess and make recommendations for the grounds of USNH.

Primary Ministry Focus *(Areas of intellectual, mental, or spiritual study)*

- Our themes for March: Balance and April: Emergence.
- I am looking at balance in the community (between the individual and community) and in the natural world.

Upcoming Time Away *(vacation, study leave, UUMA or UUA gatherings)*

- My Sunday off for March will be 3/25.
- I will be away on vacation 3/23-3/25. (I will be marching against gun violence in Montpelier, VT on 3/24)

Activity Report for Areas of Ministry for Preliminary Fellowship Evaluation

(not exhaustive)

Counseling and Pastoral Care

- I am working on two confidential matters that are requiring significant pastoral care.
- I continue hospital and home visits.
- I continue to hold office hours on Tuesday and Thursday and other times by appointment.

Practical Arts *(administration, organizational development in and out of congregation, management of staff, attention to detail, support and leadership development, recognition and appreciation of others, delegation of responsibility and authority, follow through and completion of tasks, time management, attention to finances, fundraising, funding ministry, public relations and publicity skills, ability to work with boards and committees, clarity of roles, attention to long range plans, etc.)*

- I have been working closely with the Stewardship Team to coordinate Stewardship efforts this year. We have a wonderful team in place.
- I have been working closely with Personnel to begin searches for a Hospitality Coordinator and a new Membership Coordinator.
- I am planning a "Two Services Summit" to discuss the implications around having two services and what our Sunday morning programming should look like.

Organizational Ministry *(integration of new members and clients, creates a welcoming environment, encourages a sense of community, encourages growth, supports broad variety of programs, involvement of others in planning and conducting programs, nurtures lay leadership, professional presentation of self, pastors to various age groups, etc.)*

- We are very pleased with the turn out and response to the Newer to USNH small group ministry for new members. Our second meeting (my first with the group) is 3/11/18.

Personal and Professional Growth

- I continue my meetings with my professional resources (mentor, spiritual director, coach).
- The February 10 Wisdom House program was not what I was looking for.

Teaching

- The February 19 Community Circle on the theme of Perseverance was held in my office and I participated. I appreciate these circles as an opportunity to connect with about 12-14 people over the theme of the month.
- I will co-lead the New Member Small Group Ministry with Jesse Greist.

Worship

- Planned and led 2/11 multi-generational service with Jesse Greist "Answering the Call of Love"
- Led and preached 2/18 service "Resilient Hearts" on grief
- 2/25 service was planned and led by Richard Stockton "Wild and Precious Life"
- Led and preached 3/4 service "Rising Together" to kick off stewardship campaign.
- Led Worship Team meeting each week
- Attended Worship Committee meeting 2/14
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Attendance - Attendance includes every person in the building on the morning of the service whether in the Sanctuary, the Social Hall, in CYRE or teaching CYRE, except for staff.

2/11 - first service 13, second service 209

2/18 - first service canceled due to weather, second service 165

2/25 - first service 22, second service 193

3/4 - first service 31, second service 236

Denominational Activities

- I am currently following controversies related to systemic racism at both All Souls DC and Thomas Jefferson Memorial Church in Charlottesville, VA.

Prophetic Outreach

- Attended meeting on coordinated response to potential deportations due to termination of DACA

Respectfully Submitted by Rev. Megan Lloyd Joiner

Monitoring of Policy 1.0; Leadership Responsibilities and Limitations

Submitted by the Management Team

Rev Megan Lloyd Joiner, David Stagg, Gwen Heuss-Severance and Jeremy Hill

1. Leadership Responsibilities and Limitations

The Management Team shall not cause or allow any practice, activity, decision or organizational circumstance which is either unlawful, imprudent, or in violation of USNH Bylaws, or commonly accepted business and professional ethics.

There are very few occasions when the MT has had to act under this section. We are not aware of any situations where we have had to act to prevent circumstances that would have been illegal or in violation of the Bylaws or to prevent violation of commonly accepted business and professional ethics.

There have been cases where we have acted to ameliorate circumstances that we have deemed imprudent. For example, we have acted to ensure safety in the face of hazards such as downed trees, tick infestations and the recent failure of the front steps. Additionally we are in the process of evaluating a mental awareness support group that continues to operate without qualified leadership.

With our broad connections to the activity at USNH and especially with the information that comes via our Minister we are well positioned to anticipate any action needed under this section.

We report compliance.

MT interpretation for insertion following section 1.9.2 paragraph b.

While this section is always applicable for NEW contracts, MT believes that it may not be appropriate to require this section when certain existing contracts are expiring and being considered for renewal. For example, it may be appropriate to renew the yearly snow removal contract with the existing contractor when the performance has been satisfactory and there is no reason to think that another contractor would provide superior service. MT would not want to renew any contract indefinitely but it seems reasonable in a case such as this to renew up to 3 times before rebidding the contract.