

Unitarian Society of New Haven
Minutes of the Meeting of the Board of Trustees
August 8, 2019

Accepted, September 12, 2019

Board Members Present: President - Al Bosch, Vice President - Nancy Apfel, Treasurer - Linda Mehta, Clerk - Becky Friedkin, Past-President - Peggy Myers, At Large: Jeannette Faber, Craig Machado, Emily McCave, Pat Trotta

Board Members Absent: Bernice Marie-Daly

Others Present: Gwen Heuss-Severance (MT), Rev. John Marsh, DLRE Jesse Greist

Gather

Al called the meeting to order at 6:34 pm

Craig lit the chalice and Becky read two short readings, a poem by Jesse Greist about the El Paso massacre and an excerpt from Toni Morrison's 1981 novel *Tar Baby*. The members read the Board Covenant. A combined life and guided check-in (Share a one- or two-word intention you hold for today's meeting) followed.

The Board decided to continue this check-in format for the 2019-20 year. The person responsible for the chalice lighting will also select the guided check in question.

Covenant Review

Nancy invited the Board to reflect on the Board covenant. Does it capture the intentions of *this* Board? Are there any suggested edits or additions?

The first two (confidentiality and speaking as one voice outside of meetings) are externally focused. Should they come first or last?

The covenant might be more impactful if some related items are combined.

Jeannette will make some proposed edits for discussion at the September meeting. Please email any suggestions to Jeannette.

Changes to the agenda: Discussion of youth trustee was taken up next.

Discussion of Board of Trustees Youth Member – Emily McCave and Jesse Greist
Jesse noted that since he began in 2012 the issue of how to empower youth leadership has come up almost every year. There is fluctuation in the degree to which YRUU self-governance works.

Immediate barrier is by-law age requirement that trustees be at least 18 years old. Half of youth come from more than 30 minutes away. We could video conference if needed.

This should be up for discussion this whole year, with the goal of electing a youth at the spring congregational meeting.

Recommend one-year term.

Recommend that the youth and advisors discuss and make the selection to send to the Nominating Committee

Is this common practice in UU congregations?

Jesse - don't know % wise, but conversation around inviting youth onto Boards is vibrant, with a lot of people talking about and pushing for it.

John - this conversation has been happening for 30 years.

By-laws change should come to the congregation at the November meeting if possible. Al will draft potential by-laws for a youth trustee.

Jesse left the meeting.

Minister's report

Still very much settling in. Having a MT is very different for John. He realizes that requests he has previously made to Boards are more likely to go to the MT.

Pat suggested that people who missed the July 23 meeting review the videos that Bobbi and Dan shared. Al will send the links and the outline for the Aug 21 meeting.

August Financial Report - FY19 3rd quarter

Kitchen project is outside of the operating budget, Linda will ask for regular reports.

Monitoring of policies is suspended in July and August

Policy 1.8 will be taken up in September

Sign up for Sunday Service Board Representative

Clerk will take responsibility for informing the Worship Committee about Board Reps

Sept 8 Emily

Sept 15 Linda

Sept 22 Jeannette

Sept 29 Craig

Board Representative to Nominating Committee

Tabled until next meeting

Fall Retreat, September 7:

Linda will not be able to attend

Retreat will happen at Carol Cheney's office at 20 Grand Avenue in Fair Haven

Start at 9 am with coffee and breakfast

Meeting Agenda includes:

- "Getting Acquainted" activities (led by John Marsh)
- Exploring collaborative leadership for Congregational Meetings (led by Lisa Anderson)

- Transitioning to a new settled minister (led by John Marsh)

Volunteers for food:

- Craig: coffee and milk/cream
- Nancy: bagels
- Jeannette: home made banana chocolate chip bread
- Peggy: fruit
- Pat will coordinate lunch

We need people to clean up at the end (approximately 3:30)

Future of the Monthly Second Board Meeting

Now on the 3rd Wednesday, 6:30 - 8:30 in Children's Chapel

Peggy gave historical context. The Board was charged with looking and planning ahead and felt that in order to know where we should go we had to know where we were. Meetings were primarily intense reading and talking about policy governance for a couple of years. Was it working, figuring out authority, relationships among groups, etc. Needed thoughtful dedicated space to accomplish this.

After Megan came the congregation started growing rapidly. Megan participated in reading of Folly Lane. USNH was transitioning from a pastoral to program model. The four goals related to Belonging came out of those sessions.

Some discussion of whether to keep the second meeting, most in favor. No decision on long-term content.

Next two meetings will be:

August 21 - part 2 of Policy Governance with Bobbi Pace and Dan Gelperin

Sept 18 - follow-up on the retreat

Board chats:

Bobbi Pace was in charge last year. The chats are a communication mechanism and show transparency on the part of the Board. Suggestion to have committees come and talk to the Board. Possibly advertise topics in advance to generate interest.

We will revisit next month

Consent agenda:

Becky made minor changes to the minutes to remove individual's names in two places. The revised minutes were accepted.

Announcements

The Anti-Racism Task Force is showing an 85-minute talk by Robin DiAngelo, author of *White Fragility: Why It's So Hard for White People to Talk About Racism* after the 9/29 service. All Board, MT, and committee chairs will receive special invitations

Gwen noted that there is a conflict with that date. She will contact Sharon McBlain and PJ Deak to discuss.

Peggy moved to **adjourn**, Craig seconded, passed unanimously.
Meeting was adjourned at 8:21 pm.

- 7) **Meeting Summary**
- 8) **Decisions Review, Action items and assignments**
- 9) **Meeting evaluation – process observations**
- 10) **Thank you's**
- 11) **Adjournment**

August 2019

Board Report from Interim Minister, John Marsh

I have been warmly welcomed by staff, lay leaders and individuals here in New Haven. My wife and I have made serious progress in the chaos that involves moving households, even as we prepare to temporarily give up the struggle to enjoy a week at Star Island where I will serve as minister of the week.

The theme of the week is: how changing technologies influence social structures. As some of you know, I have spent part of the last two years studying the history of food. As this is an overly broad subject to fit into six twelve minute homilies, I am going to narrow my remarks to the evolving technologies and social structures associated with the growing, harvesting and preparation of coffee beans.

Closer to home, I have met twice now with the Management Team and we have talked about the Board's priority for "celebrating, embracing, nourishing and supporting our community." We will be reporting further about how some of the already planned events, such as the September 29 Commitment Sunday, and the October 5 "Writing on the Wall" exercise will support and fulfill that priority. We are still in the brainstorming stage about other events that might be planned and who might take responsibility for them.

USNH 3rd Quarter Report Compared with Annual Budget							
		2018-19 budget	1st quarter 9/30/2018 Actual	2nd quarter 12/31/2018 Actual	3rd quarter 3/31/2019 Actual	Running Total	% of Budget
	INCOME						
1	Pledges	445,000.00	124,554.92	184,060.17	37,154.66	345,769.75	77.70%
2	Other Congregational Income	50,200.00	4,513.52	28,557.76	5,010.90	33,568.66	66.87%
3	Rentals	65,000.00	15,114.00	27,905.00	21,027.00	48,932.00	75.28%
	Restricted Funds Released						
4	Released from Emerson fund	10,000.00	0.00	10,000.00	0.00	10,000.00	100.00%
5	Endowment contribution (2%)	23,827.50	0.00	10,000.00	0.00	10,000.00	42.00%
6	Total Income	594,027.50	142,182.44	260,522.93	63,192.56	448,270.41	75.46%
	EXPENSES						
7	Facility	58,700.00	16,271.08	23,309.32	13,940.37	53,520.77	91.20%
	Communication, Media						
8	Office Supplies, wi-fi, cable service, etc.	18,800.00	3,963.63	6,008.47	1,771.32	11,743.72	62.50%
	Committee Support/Member Services						
9	All committees, lay ministry, Library/ Archives, Stewardship, E&L, Small Groups	8,650.00	435.75	3,012.68			
10	Denominational Affairs	14,702.50	0.00	7,351.25	0.00	7,351.25	50.00%
	Finance						
11	Mortgage	38,813.60	9,428.73	9,428.73	9,428.72	28,286.16	72.88%
12	Insurance, Accountant, Bank fees, Paypal, CT sales tax, other	13,000.00	7,997.22	475.75	3,439.55	11,912.52	91.63%
				Note: Insurance paid in full for the year.			
	Personnel						

13	Salaries (Minister, DLRE, Administrator, Directors of Music, Associate Director of Music), Hourly employees, benefits, etc.	403,094.00	97,367.23	135,671.60	61,533.09	294,571.92	73.10%
14	Trustees Research and Development	1,500.00	287.47	1,064.85	287.45	1,352.32	90.20%
15	Management Team Discretionary Fund (new in 2016-17)	1,000.00	450.00	250.00	0.00	700.00	70.00%
16	Music	2,450.00	186.69	600.00	0.00	786.69	32.10%
17	Religious Education	6,850.00	816.58	1,234.68	765.46	2,816.72	41.10%
18	Social Justice	21,500.00	1,887.58	9,076.93	695.60	11,660.11	64.80%
	Including:						
	CONNECT	1,000.00			1,000.00	1,000.00	100.00%
	BLUU Support*	3,500.00			3,500.00	3,500.00	100.00%
19	Worship (Speakers, supplies, flowers, other)	3,400.00	492.44	1,410.05	350.00	2,252.49	66.20%
20	Capital Fund Contribution	1,567.22	0.00		1,567.22	1,567.22	100.00%
21	Total Expenses	592,460.29	122,664.60	221,707.58	89,982.42	434,354.60	73.10%
	*Special fund raiser						