

Unitarian Society of New Haven
Minutes of the Meeting of the Board of Trustees
July 09, 2020

Accepted August 13, 2020

Board Members Present: President Nancy Apfel, Vice President Emily McCave, Clerk Becky Friedkin, Treasurer Michele DeMuisis, Past President Al Bosch; Trustees at Large, Christina Allen, Craig Machado, Bernice Marie-Daly, Tina Santoni, Rich Stockton; Youth Trustee Elizabeth S.

Others Present: David Stagg (Management Team)

1. Gather

Due to the COVID-19 pandemic, the Board met online via Zoom.

Nancy called the meeting to order at 6:35 and read a tribute of thanks to Al Bosch for his leadership during a very tumultuous year.

Becky lit the chalice and read two short readings about leadership.

The Board read the FY20 Board Covenant and we followed with a life events check-in.

2. Changes to the agenda: Nancy added an item about welcoming Rev. Lindasusan, and Emily agreed to do the report on BRAG.

3. Assess the Past

USNH FY20 Budget

David provided background on budget reporting, aimed especially at new people on the Board. The Board gets a monthly update either from the Treasurer or the Management Team and is informed of anything of concern. David walked the Board through the attached Profit and Loss Statement, which goes through May 31, 2020.

FY20 pledge payments are accepted through August 31 and the books will be closed sometime in September. As of May 31, our financial position for the end of the fiscal year looks very good, although there are still significant pledge amounts to come in.

Report on gifts to Rev. Marsh and his family

Becky reviewed the attached document detailing the gifts to John, Alison, and Daniel. Alison was very grateful when Becky and Lisa Anderson delivered the gifts and the notes of gratitude for John's ministry, and will be sending a thank you to be emailed to the congregation.

4. Create the Future & Learning

Committee to Welcome Rev. Lindasusan

Nancy reported that she had established a small group to reach out to Rev. Lindasusan and welcome her to USNH. The group includes Nancy Apfel, Jesse Greist and Jamie Ross from the staff, and Linda Barrett and Cindy Chelcun from the Ministerial Search Committee. Rev.

Lindasusan and her family are moving to Hamden this month and will be with us at the beginning of August.

Board representative to Nominating Committee

Becky is willing to continue as the Board Representative to the Nominating Committee but is also happy to let someone else take over. Please contact Becky if you have any questions. The Nominating Committee, which is elected by the congregation, comprises Carol Anastasio, Robb Camm, Lurline deVos, Maggie Goodwin, Jim Peters, and Becky Sandmann.

Review meeting dates and any conflicts (2nd Thursday)

We considered meeting at 7:00 instead of 6:30, but more people wanted to stay at 6:30, so our start time will not change. Elizabeth has a potential conflict but is still working on it. If she cannot make the second Thursday of the month, we will revisit our meeting time.

Arranging a Policy Governance Review session

Becky reported on communication with Bobbi Pace, who is conferring with Dan Gelperin. Last year they did presentations at two of our additional (Wednesday evening) meetings, which we are trying to do away with. They suggest two 45-minute Zoom sessions, with Board members viewing some videos in advance. Becky will get back in touch. Once Bobbi and Dan decide on their availability, Becky will send out a Doodle Poll. Note that Tina Santoni has a conflict on the third Wednesday of the month.

Building Re-opening Advisory Committee (BRAG)

Emily reported that Gov. Lamont decided to remain at Phase 2 for some time longer. The BRAG committee decided to continue the current restrictions, which prohibit all meetings inside the building other than the day care center. A sign-in sheet is on the Lobby desk, for purposes of contact tracing, should it be needed.

Some groups are meeting in the parking lot, but USNH will not commit to any indoor rentals as of now. Bathrooms are currently **not** available but the group has drafted guidelines about bathroom usage. We made a bulk PPE order through CONECT.

Manya Lisse, MD, joined the last meeting and is very concerned about the risk of infection for people who enter the building. She thinks we are doing everything right. The committee is looking forward to working with Rev. Lindasusan on next steps. We are also very much in sync with Congregation Mishkan Israel, which has decided not to hold in-person services until it will be safe for all of their members to meet in person.

Tina asked if we could offer another Zoom meeting with Manya. David will talk to Gwen about arranging this with Manya, if she is available.

Committee to Study Future of Electronic Media

David provided background on this committee. Robert Garskof, who works in internet security, had raised some concerns about our online broadcasting of Sunday services, especially the

YouTube videos which remain accessible to the world. The Committee is considering getting a waiver from everyone who appears on Sunday services, and plans to amend our policy document about the use of social media.

Report on GA

Becky ran through the attached report, noting especially that the Commission on Institutional Change (COIC) has completed its three years of work examining structural racism and white supremacy within the UUA. She recommended that all Board and Management Team members read the extensive recommendations from the Commission's report. Another especially notable action was the Responsive Resolution concerning youth and young adults, calling on the UUA and congregations to better include them in decision making and invest in staff and programming to support them.

Board Connections with Congregants

We discussed ways to better engage with congregants, supporting flow of information to the Board. When we worshipped together in the sanctuary, we had a Board or Management Team representative available in the Social Hall after every service, although these representatives were not always approached. Communicating virtually is an opportunity to reinvent how we hear from the congregation, which is an important foundation of policy governance.

Emily suggested identifying yourself as a Board or MT member in break-out rooms after Sunday services. This was affirmed as a good alternative to Board Representatives after services. If you are asked a question to which you do not know the answer, simply agree to research it and get back to the person.

We have a document to record feedback from the congregation. Becky will send the link.

We considered having a Board/MT panel available regularly through Zoom. It could be topic-driven or people could submit questions in advance as well as during the panel. We did not come to a decision on this idea.

Elizabeth asked that we have a mechanism through which people can make suggestions. Nancy noted that we have email aliases for board@usnh.org, management.team@usnh.org, and for each of the officers (e.g., president@usnh.org) but agreed that it might be worthwhile to urge people to send suggestions and possibly create a new mechanism.

Use of personal pronouns by USNH leadership

Becky noted that some members of our congregation have been deeply hurt by the resistance among us to sharing personal pronouns. Emily noted that some have left the congregation because of this. Sharing our "conventional" pronouns is important because it signals understanding and acceptance of those who are gender-queer, non-binary, etc.

Becky suggested that all USNH leadership make a habit of sharing our personal pronouns, particularly in email signatures and Zoom name identifiers and by sharing your pronouns when

introducing yourselves in other USNH settings. Emily will send some information on how to add your pronouns to your Zoom name, although these processes do not always work.

5. Consent agenda

The minutes of the Board meeting on June 17, 2020 were accepted without changes.

6. Other business

Michele noted that plate donations are down significantly since we have gone to online services. The weekly announcement only mentions PayPal donations, for which we incur a fee. Rich will talk to the Worship Committee about including a suggestion for personal checks in support of the offering.

7. Adjournment

The meeting was adjourned at 8:33 pm

Respectfully submitted,
Becky Friedkin, Clerk

Attachments:

Budget update through May 31, 2020

Gifts to John Marsh and family

Report on 2020 General Assembly

Unitarian Society of New Haven 2019-2020 Profit & Loss
Budget vs. Actual
July 2019 through May 2020

				Jul '19 - May '20	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense							
Income							
4000 · Pledges							
4010 · Current Year Pledges							
4011 · Pledge Challenge				6,030			
4010 · Current Year Pledges - Other				355,200			
Total 4010 · Current Year Pledges				361,230			
4030 · Prepaid Pledges				49,330			
4000 · Pledges - Other				0	458,000	-458,000	0%
Total 4000 · Pledges				410,560	458,000	-47,440	90%
4100 · Collection Plate				21,194	22,500	-1,306	94%
4200 · Flower/Coffee donations							
4210 · Sunday Flowers donations				545	1,250	-705	44%
4220 · Coffee donations				94	250	-156	38%
Total 4200 · Flower/Coffee donations				639	1,500	-861	43%
4300 · Rentals							
4310 · Long-term rental				48,083	60,216	-12,133	80%
4320 · Incidental rental				6,385	7,000	-615	91%
Total 4300 · Rentals				54,468	67,216	-12,748	81%
4400 · RE Tuition Income				225	500	-275	45%
4500 · Fundraising income							
4511 · Stop & Shop Cards revenue				3,030			
4512 · Shop Rite Cards revenue				245			
4513 · Regifting sale income				1,865			
4514 · Used Books sales				382			
4515a · Tag and Plant Sale income				962			
4516a · Book Cart sales				666			
4516b · Book Cart Expenses				-500			
4517a · Equal Exchange Revenue				441			
4517b · Equal Exchange Expenses				-414			
4518 · Chocolate Auction				2,598			
4523 · CONECT fundraising				2,304	2,500	-196	92%
4500 · Fundraising income - Other				0	16,000	-16,000	0%
Total 4500 · Fundraising income				11,578	18,500	-6,922	63%
4600 · Interest Income				4,104	5,200	-1,096	79%
4700 · Restricted Funds released							
4710 · Released from Emerson and Senn				12,694			
4700 · Restricted Funds released - Other				2,514	15,208	-12,694	17%
Total 4700 · Restricted Funds released				15,208	15,208	1	100%
4800 · Miscellaneous Gain/Loss							
4620 · Gain/loss on Sale of Securities				684			
4840 · Miscellaneous donations/refunds				98			
Total 4800 · Miscellaneous Gain/Loss				782			
4900 · Endowment contribution				30,616	30,616	0	100%
Total Income				549,373	619,239	-69,866	89%
Expense							
5100 · Facility							
5110 · Utilities				23,514	25,500	-1,986	92%
5120 · Maintenance and Repair				2,525	9,000	-6,475	28%

Unitarian Society of New Haven 2019-2020 Profit & Loss

Budget vs. Actual

July 2019 through May 2020

		5645 · Workers Compensation Ins.	3,349	3,703	-354	90%
		Total 5640 · Insurance	8,245	8,594	-349	96%
		Total 5650 · FICA Payroll Taxes	18,256	22,767	-4,511	80%
		Total 5660 · Pension Expense	21,197	24,028	-2,832	88%
		5670 · Payroll administration fees				
		5671 · Payroll service fees	1,702			
		5672 · Section 125 administration	381			
		5670 · Payroll administration fees - Other	0	3,200	-3,200	0%
		Total 5670 · Payroll administration fees	2,083	3,200	-1,117	65%
		Total 5680 · Professional Expense accounts	10,295	15,365	-5,070	67%
		Total 5600 · Personnel Expenses	382,087	424,629	-42,542	90%
		5700 · Trustees Research & Development	334	1,500	-1,166	22%
		5710 · Management Team contingency	0	1,000	-1,000	0%
		6100 · Music Program				
		6110 · Paid instrumentalists	375	500	-125	75%
		6130 · Sheet Music and Library	579	500	79	116%
		6140 · Piano tuning/repair	225	700	-475	32%
		6150 · Dues, Tapes, Misc.	0	100	-100	0%
		Total 6100 · Music Program	1,179	1,800	-621	65%
		6200 · Religious Education Program				
		6201 · Adult RE	661	1,200	-539	55%
		6202 · CYRE Discretionary fund	134	400	-266	33%
		6203 · Teacher training & support	132	300	-168	44%
		6204 · Curriculum, Supplies, Equipment	647	1,200	-553	54%
		6205 · YRUU Support	80	700	-620	11%
		6206 · Family Multigen. Activities	500	500	0	100%
		6207 · Teacher/volunteer bgd checks	72	200	-128	36%
		6208 · OWL Teacher training	490	500	-10	98%
		6209 · Affirmation Class budgeted exp.	432	1,800	-1,368	24%
		Total 6200 · Religious Education Program	3,148	6,800	-3,652	46%
		6300 · Social Justice Programs				
		6301 · HEART	696			
		6302 · Anti-Racism Task Force	105			
		6304 · Kids Service team	573			
		6305 · Immigration Refugee Task Force	816			
		6306 · Green Sanctuary	502			
		6308 · Waverly Project	8,134			
		6311 · Social Justice Reserve	420			
		6312 · Mental Health Awareness	200			
		6300 · Social Justice Programs - Other	0	15,000	-15,000	0%
		Total 6300 · Social Justice Programs	11,446	15,000	-3,554	76%
		6340 · CONECT	7,462	7,000	462	107%
		6400 · Worship				
		6410 · Speaker's fees	778	1,500	-722	52%
		6420 · Worship Supplies	0	400	-400	0%
		6430 · Flower expenses	1,239	1,950	-711	64%
		6400 · Worship - Other	695	100	595	695%
		Total 6400 · Worship	2,712	3,950	-1,238	69%
		6500 · Capital Fund Contribution	1,195	1,195	0	100%
		Total Expense	533,167	629,239	-96,073	85%
		Net Ordinary Income	16,206	-10,000	26,206	-162%
		Net Income	16,206	-10,000	26,206	-162%

Farewell gifts for Rev. John Marsh and his family

Many thanks to Lisa Anderson and Jackie Trimble Shapiro, who organized the collection of notes, letters, mementos, and other expressions of gratitude to John for his Interim Ministry with the Unitarian Society of New Haven. Sentiments sent by email to Lisa Anderson were arranged in an album. Cards and mementos were collected in a decorative box.

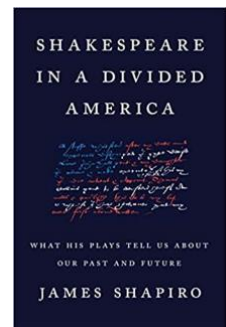


Gifts for John:

Shakespeare In a Divided America: What His Plays Tell Us About Our Past and Future, by James Shapiro.

From David Ives, *New York Times Book Review*:

Among all the fine words currently being spilled examining the American mess, James Shapiro has outshone many of our best political pundits with this superb contribution to the discourse. He upped the wattage simply by bouncing his spotlight off a playwright 400 years dead who yet again turns out to be, somehow, us.



A small ceramic chalice made by former USNH member Charles Jones. Our graduating seniors have, for many years, received chalices made by Charles.

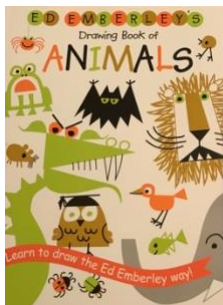
And a one-year subscription to **Audible.com**.

Gifts for Alison:

A beautiful necklace, hand made by Jamie Ross, and a prayer shawl from the USNH Prayer Shawl Ministry.



Gifts for Daniel:



Alison told us that Daniel likes art projects and to assemble things. Many thanks to Becky Sandmann for her expertise at Lakeshore Learning.

We got Daniel a wood building set with which he can build a 3' high knick-knack shelf, a tool-box, and a treasure chest, and a book about drawing animals and some colored pencils.



Theme – Rooted, Inspired and Ready

- We are in touch with our theological roots (focus on Indigenous Peoples, especially of the northeast, and UU role in European settlement and colonization of what is now New England),
- we are engaged in transforming our faith (final report of the Commission on Institutional Change), and
- we are fired up to take action in the wider world (UU the Vote)

More information on the theme is available [here](#).

Anti-Racism

Widening the Circle of Concern: Report of the UUA Commission on Institutional Change was published and made available shortly before GA began. The Commission (COIC) was appointed at the 2017 General Assembly, after a hiring scandal in which candidates of color for regional leadership positions were told that they were “not a good fit.” The five regional leaders and their supervisor at that time were all white men. The scandal led to the resignation of UUA President Peter Morales and other white male leaders and the establishment of the COIC. The charge was to conduct an audit of racism within the UUA and make recommendations for effective change.

The report is available online in html format [here](#) and, as a pdf [here](#) and may be purchased from the [UUA bookstore](#). There are many recommendations for both the UUA and congregations.

For more background on the hiring scandal see the following UU World articles:

<https://www.uuworld.org/articles/peter-morales-resigns>

<https://www.uuworld.org/articles/critics-challenge-uua-hiring-practices>

<https://www.uuworld.org/articles/developments-2017-04-01>

Business of the Association

You can find a summary of the business, including items mentioned below, [here](#).

Two by-laws changes:

- Clarifying that if a co-Moderator team is elected, they are elected as a team. If one is unable to fulfill the term, the Board may appoint a single Moderator or a new co-Mod team. The Board has the flexibility to appoint the remaining member of the original team but is not required to do so.
- Change in schedule for nominations, extending the deadline for the Nominating Committee to make nominations from December 10 to March 15. The prior schedule was based on snail mail communications.

Adoption of a Business Resolution, Embodying Human Rights in Our Investment Decisions.

Actions of Immediate Witness

Delegates at each annual General Assembly have the opportunity to take positions on **issues that require immediate witness** through the Action of Immediate Witness (AIW) process. These actions are not binding on congregations; they carry the authority of the delegates of the GA at which they are passed. Additional information about AIW purpose and process is [here](#).

Two AIWs were passed:

- Amen to Uprising: A Commitment and Call to Action
- Address 400 Years of White Supremacist Colonialism

Report to the USNH Board on 2020 General Assembly, Becky Friedkin (a USNH Delegate)

Responsive Resolutions

These are resolutions made during GA in response to a substantive portion of a report by an officer or committee reporting to General Assembly.

Three responsive resolutions were passed:

- In response to the report of the Commission on Institutional Change (COIC): The UUA sunset the long-standing Journey Towards Wholeness Transformation Committee (JTWTC) and transition to a newly established, ongoing accountability commission, as recommended by the COIC.
- In response to the COIC Report (and the walk-out of youth and young adult staff at 2020 GA, see below): Seven recommendations for the UUA to increase its staff, budget, and programs for UU youth and young adults and for congregations to hire staff and develop programs to support youth and young adults, to incorporate participatory and collaborative worship experiences (recognizing that younger UUs experience worship differently), and to incorporate input from youth and young adults in decision making and leadership.
- In response to President Susan Frederick-Gray's report, which expressed the UUA's concerns about the COVID-19 pandemic and its effects: Eight recommendations for all people to address major problems in health care.

Controversy

The main "on-site" controversy involved the Youth and Young Adult GA Staff. When the change to a completely on-line GA was made, they were asked to do more with less time and no compensation. They published [this video](#) on June 12, explaining their decision to step away from their GA responsibilities. My understanding is that youth and young adults have felt undervalued and ignored by the UUA for many years.

More information

The **July 12 USNH Service** will be about GA, including video selections from a workshop, songs from worship, and spoken reflections from some participants.

[Publicly available videos](#) from GA include the Business Sessions (see General Session 6 for moving tributes to co-Moderator and former USNH Interim DRE Rev. Mr. Barb Greve), the Service of the Living Tradition, the Synergy Bridging Worship, and the Sunday morning worship, which we used at USNH on June 28.