

Unitarian Society of New Haven
Minutes of the Meeting of the Board of Trustees
April 14, 2022, Via Zoom

Board Members Present:

President - Emily McCave
Vice President - David Jones
Clerk - Aimee Cotton Bogush

Bernice Marie-Daly
Susan Trotta-Smith

Others Present:

Rev. Lindasusan (left at 7:20 pm) and David Stagg from Management Team (MT)

1. Gather & Chalice Lighting

The meeting was called to order at 6:36 p.m. and the chalice was lit. The covenant was read and check in took place. Moved Minister's Report to Future Planning for this meeting so Rev. Lindasusan could attend an audition for the music director position.

2. Future Planning

Ministerial Agreement -Developing Process for Ongoing Evaluation of Ministry of Congregation and Minister - Tabled to the May meeting when more board members are present.

Minister's Report (attached)

Rev. Lindasusan reviewed their report to the board. They noted that the Stewardship Team is working diligently to try and reach our goal. Pastoral care has started to flow and it is very exciting. PINNEE and Finding Our Way Home were energizing - whatever our challenges, the congregation also has a lot of health.

Nominating Committee Update

Sue reported that nominees have been found for the two available at-large board member positions and for treasurer. There is some confusion about who is up for treasurer on Endowment and Legacy, this will be resolved at the next meeting (Monday). A nominee for board vice president has not yet been found. No current board members are able to take on the position.

Proposed Revisions to ENDS statements (attached)

Sue reviewed the new draft ENDS statements (attached). She noted the change from passive to active language. The ENDS are now more in alignment with the 8th principle

Aimee moved and Bernice seconded that the board approve the revised ENDS as presented. **The motion was carried unanimously.**

The revised ENDS statements will be part of the materials sent out two weeks prior to the congregational meeting

Board Approval of the Budget

The board discussed the timing of the approval of the budget. The decision is that David S. will send it out with some notes about the particulars of what we should look for and the board can review and vote over email. (Note: this did not occur, a special board meeting to approve the budget was held on May 5, 2022). Endowment and legacies is being asked to come to the next board meeting to discuss future planning.

Spring Congregational Meeting Planning – Emily

The spring Congregational Meeting is on May 22nd at noon. The board reviewed the draft agenda for the meeting and made updates. The agenda and accompanying materials will be sent to the congregation at least two weeks prior to the meeting (5/8/22).

3. Reports

Monitoring Policies Report – 1.1 Treatment of Congregants, Friends and Visitors

David S. reviewed the section (attached) and there were no questions or ensuing discussion.

Report on Dryvit (synthetic stucco) for building exterior

David J. explained he is looking for a vote from the board to only use a single bidder process instead of multiple bidder per usual. As part of developing a maintenance and repair plan for the building, an assessment of the dryvit was conducted. It has a 20-year lifespan, which ended in 2011. It is showing damage with water penetration behind it. In addition, the various roofs need replacement at different times (a number of which have already been completed). Leland Torrance, a preservation architect, advising USNH connected us to CT Stucco and Sealtight Roofers. David J. explained the importance of using people who know the building and will be with us for the long haul (rather than just selecting the lowest bidder as done in the past). Based on the availability of materials now, the cost to recoat the entire outside of the building and use a harder material this time and sealing it against wildlife penetration is \$75,000, including a contingency to fix damage not yet uncovered. Leland reviewed the bids and assures they are within industry standards.

Emily moves and Aimee seconded that board okays single sourcing for these two bids. Discussion took place. The congregation has already approved the loan.

The motion was approved unanimously.

4. Closing

Consent Agenda:

The minutes from March, 10, 2022, Board Meeting were unanimously approved.

Process Observations

Sue reported the meeting was short and ran efficiently. There were a lot of smiles during the check in. She appreciated the opening reading included a reminder that we touch lives

Adjournment

The meeting was adjourned at 7:36 p.m.

Respectfully submitted,

Aimee Cotton Bogush, Clerk



Minister's Report to the Board of Trustees

April 14, 2022

What do you notice?

- The Stewardship Team is diligently plugging away on the campaign. We still have a ways to go yet to reach our monetary and participation goals. If you know someone who hasn't pledged yet, please encourage them do so as soon as possible either [on the USNH website](#) or by filling out a pledge form at the Stewardship table on Sunday.
- The restructured pastoral care program has launched! I'm already noticing ways in which the coordinators will be assets to the community and to the people who may need some support.
- After May, I'm planning to let go of the BIPOC gatherings — at least for now. After the initial meeting, no one has attended. I may try again next year using other formats, but at the moment, we simply lack critical mass. Three cheers for worthy experiments, even when they don't pan out!
- The Music Director Search Team held an audition for one of our candidates on March 31; the audition for a second candidate is this evening (April 14). Each candidate will have had the opportunity to lead a choir rehearsal, practicing and conducting one piece of their choosing and one piece of USNH's choosing. The team hopes to have the search finalized by the end of April.
- Both the PINNE gathering (March 21) and the Finding Our Way Home retreat (April 4-7) left me feeling energized about what's possible in our ministry together here at USNH. Whatever our challenges, the congregation also has a lot of health.

Do you have questions?

- None that come to mind.

What do you need?

- As a reminder, the congregation is heading into another season of memorial services. While the schedule isn't as intense as last fall (thankfully), holding the emotion in the room at these services takes a lot of energy.

Anything else?

- Upcoming conferences/trainings:
 - * May 10-15 (virtual) — SDI Engage conference, for spiritual directors

- * May 16-20 (virtual) — Festival of Homiletics, for preachers
- * May 23 (in person) — PINNE (Pastoral Innovation Network of New England)
- * July 20-24 (in person) — Association for UU Music Ministries (AUUMM)

WITHIN

Respecting different spiritual journeys, the people of USNH find inspiration and encouragement to:

- Worship and explore opportunities for spiritual growth
- Experience a profound connection to that which is larger than ourselves
- Cultivate meaning and purpose in our lives
- Live with more joy, kindness, love, and open-heartedness
- Demonstrate a willingness to learn and change
- Engage in ongoing personal education, including the internal work critical to dismantling white supremacy culture
- Articulate our Unitarian Universalist identity

BEYOND

The people of USNH, together and in solidarity with our partners, seek to build the Beloved Community in our congregation and beyond. We:

- Accountably dismantle oppressions in ourselves and our institutions
- Deepen our understanding of how justice issues are interrelated and take action to address them in the wider world
- Engage in spiritual and applied practices that promote ecological sustainability and environmental justice
- Devote resources to support these goals and strengthen Unitarian Universalism

Management Team monitoring of Policy Governance Section 1.1

Last reported 4/8/2021

Current Governance Policy sections are in black; MT interpretations in blue; MT report is in red

1.1 Treatment of Congregants, Friends, and Visitors

With respect to interactions with members, friends and visitors of the church, the Management Team shall not cause or allow conditions, procedures, or decisions that are unsafe, disrespectful, unnecessarily intrusive, or that fail to provide appropriate confidentiality and privacy.

Approved by the Board: October 9, 2014; revised February 12, 2015

MT Interpretation

The Management Team will work to maintain our Principles, Mission and Values using our Covenant of Right Relations within all the activities of the Society. To that end, the MT will develop Policies and Procedures to provide guidance to the various committees, task forces and society members. The MT will receive and act upon any reports of activities that are inconsistent with our values or compromise the safety, confidentiality or privacy of members and friends. The MT will also ensure that access to confidential information is strictly on a “need to know” basis

MT Interpretation Approved by the Board: March 14th 2019

MT Report

The COVID pandemic has continued to be the area of greatest concern for the safety of members, friends and visitors. We continue to rely on the Building Reopening Advisory Group (BRAG) for the regular updating of rules we have adopted for the use of the building, especially masking and vaccination requirements. We are particularly grateful to Gwen Heuss-Severance who has so ably chaired the group since its formation soon after the start of the pandemic in 2020.

The issue of respect within our community has come to the forefront with the introduction of the 8th principle of Unitarian Universalism. Presentations and discussion on the 8th principle began in summer of 2020 and the Congregation voted to adopt the 8th principle at the December 12, 2021 meeting. The Management Team has asked Committee Chairs to discuss the implementation of the 8th principle within their committees and to report on progress as part of their annual reports in the spring.

Confidential data are stored in the Quickbooks and ChurchDB databases. MT continues to monitor access to both databases to ensure access is on a “need to know” basis.

The MT is not aware of any incidents or activities compromise the safety, confidentiality or privacy of members and friends.

We report compliance with section 1.1

Submitted by the Management Team 14th April 2022