

**First Unitarian Church of Providence**  
Prudential Committee Meeting Notes  
November 14, 2018

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**ATTENDING**

**Prudential Committee**

John Simmonds, President  
Jay Glasson, Past-President  
Cheryl Bartholomew, President-Elect  
David House, Treasurer  
Roberta Groch, Assistant Treasurer  
Claire Rosenbaum, Clerk  
Caroline Mailloux, Strategic Planning *absent*  
Tiffany Reed, Stewardship Liaison  
Kate Bowden, Personnel Liaison  
Sam Cole, Community Life Liaison *absent*  
Nancy Weiss Fried, Social Justice Liaison  
Cynthia Roberts, Spiritual Development Liaison *absent*

**Church Staff Attending**

Elizabeth Lerner Maclay, Minister  
Cathy Seggel, DRE  
Nancy Forsstrom, Church Administrator

**Guests attending**

Cynthia Rosengard (for commitment drive discussion)  
Jennifer Laurelli (for funds for buildings and grounds discussion)  
Ralph Mero  
Katherine Alquist (for sanctuary discussion)  
Judy Ortman (for sanctuary discussion)

**OPENING**

6:45 PM - Check-in; Brief meditation; Opening words - presented by David  
Call to Order - Chalice lighting and covenant reading  
Welcome guests and observers

**CONSENT AGENDA Jay; Cheryl 2nd**

- October Meeting Minutes
- Motion for Giving Tuesday

Jay made motion to pass consent agenda. Cheryl seconded. Passed unanimously.

**REPORT HIGHLIGHTS**

- **Minister (Liz) – See written report. Highlights:**
  - Liz asked if the written format is working. Are PruComm members reading it? All said that they have.
  - Love Beyond Belief -- Next steps - What are they? - Those who liked what they heard want to know about next steps. Some who did not like the work wonder about purpose. Folks seem to be looking for immediate concrete changes; uncomfortable with first step of a "journey." Small group ministry work and changes in worship service are part of the initial steps.
- **DRE (Cathy) – See written report - Highlights:**

- Chapel worship, mentor and other orientations -- all going well
- Common read book discussion will take place later this week- "Justice on Earth"
- Questioned about children and family behavioral follow-up. Cathy explained that when there is a behavioral incident there is necessary follow-up -- several teachers, sometimes two sets of parents, etc. Can be time consuming, but all OK
- Kendall Jones - is new youth representative to PruComm
- **Church Administrator (Nancy F.) –Written report - Highlights:**
  - Athenaeum event Oscar Eustis on December 7 - 750 registration to date
  - Suggestion - have donation info in pews
  - David House and Ralph Mero will represent First U at December 7 Athenaeum event
  - With large numbers will need two building managers
  - Also informational card about First UU in pew racks
  - Will need lights in sanctuary as for Thandeka - David will arrange.
- **Treasurer (David / Roberta) -**
  - 33% into fiscal year - on track with pledges
  - A little low with Sunday collection -- but increased in last few weeks
  - Have given away \$3800 in plates
  - Pre-budgeting activity in prep for commitment drive - Social Justice group met and came to consensus
  - Hope to have prospective budget by January 1
  - Health and property insurance will not increase this year

#### EXECUTIVE COMMITTEE HIGHLIGHTS

- **Security** – 4M window screening cost is \$11.60 / square foot. Need cost per different windows from Sandy. Vendor has not been forthcoming with a detailed cost proposal.
- **Sound System** – Team is moving along. Will extend meetings to other stakeholders. There was a recommendation from consultant to forego bidding. Exec Committee disagrees
- **Restoration Status** – All work completed except boot scrapers. Thank yous will go out to those who gave full pledge and request for balance from those who still have a balance. Hope to do entryway in spring.
- **Membership (Cheryl)** - New members will sign book on Sunday, November 18. Need PruComm members to be present for signing.
- **Ministry Prioritization (David)** - David worked with social justice ministry on the budget prioritization process. Other ministries are working on this and should have their priority budgets in by mid December.
- **Atrium Glass Wall (David)** - Leaking around Atrium glass wall needs emergency repair. Will be repaired before winter. Using hardwood to last longer.
- **Parking Lot and Lighting (Jay)** - Trenched on Saturday. Laid conduit. Electrical inspector came out and approved work. Signed contract for pavement. Will coat in December. If warm enough will do topcoat -- otherwise topcoat in spring. Dug holes for three lights. Need to give renters notice for when lot is not available. Thanks to Jay and Merritt for their work on this.
- **Ask the PruComm** - Table at coffee hour several times a month to offer opportunity for congregation to discuss concerns / questions, etc. with PruComm members. Goal is to promote transparency. Need to let people know of this opportunity -- announcement in meeting house times. Perhaps have PruComm members in receiving line rather than table at coffee hour. Rethink this for next time.

- **GA Local Coordinator** - Jacqui Nye said no. Beth Armstrong said maybe. John has been trying to get answers from regional planning committee to help inform Beth's decision.

## **MINISTRIES, PERSONNEL, STRATEGIC PLANNING**

- **Personnel (Kate)** –
  - Work on organizational chart - Should have something soon.
  - David Pyle has met with all staff; had meeting on Sunday and has all documents he has requested.
  - Pastoral Care training scheduled for February 23. Other congregations will be invited.
  - Possibility of Kevin Carson to assist with getting lay ministry up and going. (former member and completing ministerial degree) - Kevin has been approved for fellowship ministry - needs clinical pastoral education opportunity. This could be a mutual benefit to First U and Kevin.
  - Kate has met with staff regarding sabbatical. Cathy is due sabbatical, but wants to put off for a year. Fred requesting sabbatical for Fall, 2019. Would like to be away longer than what contract allows -- in discussion. Request that Nancy start calendar for sabbaticals so we can plan financially.
- **Strategic Planning (Caroline)** – Deferred, Caroline absent
- **Community Life (Sam)** – Deferred, Sam absent
- **Social Justice (Nancy)** –
  - Request from Peace Flag Committee to put peace pole in the atrium garden made by RE children. Nancy circulated photos of similar peace poles. David made motion to approve putting peace poles in atrium garden, Tiffany seconded. Passed Unanimously.
  - Nancy thanked David for work with social justice committee. They could not have come together around priorities without his expert facilitation.
- **Spiritual Development (Cynthia)** - Deferred, Cynthia absent
- **Stewardship (Tiffany)** –
  - Urged PruComm to follow social media for giving Tuesday

## **DISCUSSION ITEMS**

- **Commitment Drive (Cynthia Rosengard)**
  - Cynthia shared giving tree Graphic - comparison of 2017-18 and 18-19 campaigns
  - Increase in total amount and pledge numbers - over 50% increases
  - Theme for 2019-20 - Love will guide us -- abundance over scarcity
  - 1:1 asks for generous givers; specific outreach to groups / committees
  - Use social media to increase - online giving
  - Leadership commitment in **advance** of kickoff of drive
  - Preliminary budget (wish budget) priorities
  - Story telling -- What we get from this place; how did Love guide us to what we do / have at First UU
  - Suggestion: Commitment of money and time / talent / treasure (Maybe talent time in beginning of church year)?
  - Suggestion: Commitment from youth as well?
  - Helping people find their "sweet spot" for sharing time and talent.
  - Cynthia asked PruComm members to designate their personal commitment toward commitment drive effort
- **Green Sanctuary (Kristen Ivy Moses)** - Could not attend
- **Funds for Buildings and Grounds (Finance Committee - Jennifer Laurelli)**. See Memos in PruComm materials.

- Finance committee - Thinking ahead long range - hope to set up foundation to receive gifts (planned giving - estate plans)
- Options for Historic Preservation
- Options #1 - Preservation Endowment Fund - Would be intended for long term growth specifically for preservation of the building and grounds. Not draw until \$100,00 in fund.
- Option #2 - Capital Projects Fund - Some people want their gift to be used in the short term for capital needs.
- Suggestion to close Brown Lease / Meeting House Improvement Fund and move to Capital Projects Fund?
- Promotion for planned giving -- giving donors various options.
- Will modify language on Preservation Endowment to include approval of congregation vote for emergency expenditures of funds

### **BOARD DISCUSSION ITEM**

- **Sanctuary: What's happening**

- Two Thursdays ago family recommended by George Wiley Center (mother seeking asylum; three children ages 18, 11 and 4 are all US citizens). Cheryl was contacted to be involved with intake. Neither John nor Jay were. Protocol that was decided last spring was not followed. Protocol was for Kathleen, Liz and President of the congregation to be involved in vetting any decision to take person / family into Sanctuary. This was not followed. Cheryl was not aware of protocol.
- Questions have been raised about process for accepting family into sanctuary and the protocol for vetting to determine suitability. Katherine asked questions with oldest daughter translating. Cheryl was there.
- Katherine has authored a letter to congregation which John and others have reviewed with reference to Facebook page and GoFundMe fundraiser.
- Jay has been trying to reach Karl Kruger (Immigration lawyer). Spoke with Deb Gonzales (law professor at Roger Williams). Woman is in country legally; Is in touch with ICE and informed them where she is. There is a question as to whether we could be considered to be "harboring."
- Risk for children to stay together as a family.
- Question regarding GoFundMe fundraising since some funds could go toward bail for father.
- Could connect Giving Tuesday to financial needs of sanctuary family -- unrelated to legal or bail needs of father.
- Request for Letters of Support related to for father -- we found out recently that charges for father are for sexual assault. He claims innocence.
- It was decided that any reference to GoFundMe and Facebook page will be removed from letter to congregation.
- Katherine has drafted a letter to people who wrote letters of support for father informing them of the nature of the charges, giving opportunity for people to withdraw or edit their letters. PruComm leadership will review.

### **NEW BUSINESS( No new business)**

#### **ACTION ITEMS REVIEW**

1. Nancy F. will check with Athenaeum regarding cost for two building managers.
2. David will arrange for lights for Athenaeum event.
3. Finance committee will make changes to Preservation Endowment Fund Memorandum to reflect congregational approval for emergency expenditures and include approval of both memoranda as part of consent agenda for December

4. Review sanctuary letter to congregation with one more round before sending with an eye to the GoFundMe and Facebook Information.
5. Review letter to people who wrote letters of support for father / family in light of knowledge about charges for father.
6. Tiffany will send some language about Giving Tuesday mechanism for Sanctuary needs of family.
7. Jay will send a letter to ICE confirming that we have woman here in sanctuary. cc. US Attorney's office.

Next meeting

- Date: December 12, 2018
- Time: 6:45 PM
- Opening / Closing Words (Roberta)

Tonight's Closing Words - David

**ADJOURNMENT** - Jay moved to adjourn, Cheryl seconded. Unanimous agreement.

9:27 PM – Close

**SUBMITTED by CLERK**  
Claire Rosenbaum