

## **First Unitarian Church of Providence**

Prudential Committee Meeting Notes

November 10, 2021

### **ATTENDING:**

#### **Prudential Committee**

Odile Mattiauda, President

Michael Cappelli, Past-President

Joan Richards, President-elect

John Dooley, Treasurer *arrived late*

Rick Richards, Assistant Treasurer

Claire Rosenbaum, Clerk

Edie Warren, Personnel Liaison

Beth Armstrong, Strategic Planning

Louise Sloan, Community Life Liaison

Greg Kniseley, Social Justice Liaison

Alison Green, Spiritual Development Liaison

Kate Niles, Stewardship Liaison

Ex-officio - Liz Lerner Maclay, Minister

Carson Cole, Youth Representative

#### **Church Staff Attending**

Cathy Seggel, Director of Religious Education

Nancy Forsstrom, Church Administrator

#### **Guests – for the Spiritual Pathways discussion**

Stacy Grooters

Sally Caruso

Shana Vanderweele Ortman

Ellen Anderson

**Meeting was held remotely via zoom due to COVID-19 Emergency.**

**6:45 PM - Gathering**

**Opening Words – Edie**

**Covenant Reading**

**Call to Order – 6:50PM**

**Announcements** – Welcome to Carson Cole joining as the youth representative to PruComm.

**October Minutes** - Motion to accept minutes of October 13 meeting ( Odile/ Edie) approved unanimously.

**COVID 19 Team** – The Bridging Team has provided recommendations to the PruComm related to safety regarding COVID 19. The Team included some members who are physicians, three Presidents, staff members, and other appointed members of the congregation. They have been working hard since the beginning of the pandemic and we are grateful for their service. Moving forward, this group will be called the COVID 19 Team (so as not to be confused with bridging that happens in RE). They will meet quarterly or so. A smaller “Pandemic Response Team”, consisting only of the physicians and presidents (along with relevant staff members) will respond to targeted requests as they are made by email with a 2-week turnaround for responses.

At the last COVID 19 meeting, the team made one recommendation regarding music in the meeting house. **Motion: To allow for one soloist - masked, vaccinated and tested - in the meeting house on a regular basis. (Odile / Joan). Passed unanimously.**

The Pandemic Response Team is currently considering a request from the music committee to allow two or three singers to perform during services in the Meeting House.

**Motion: All of our communications will state “We *expect* every person age 12 and over to be fully vaccinated.” (Joan / Edie). Passed unanimously.** This statement should be on the website as well. Nancy will ensure that this happens.

**Reports (Highlights only) –**

**Financial – (Nancy – Treasurer was absent and assistant treasurer had not been briefed)**

We are now one third of the way through the church year. We have received 41% of our budgeted income. Sunday offerings are up. Rentals are up. Expenses are below 20% of budgeted expenses. PPP loan was shown as liability in budget that was passed, but now is counted as income since it was forgiven over the summer. We have a projected surplus of between \$30,000 and \$40,000. Noted: It is important to include assistant treasurer in monthly reports from Walter and include assistant treasurer in financial and budget related conversations between meetings. It might be good to include some detail on income as well as expenses in financial report to PruComm.

**Human Resources (Edie) – HR team met.**

- Compensation for support staff – **Motion: to accept proposal of \$500 for three support staff (Rick / Michael) Eleven votes yes. One abstention. Motion carried.**
- **DRE replacement.** We want to have “developmental or transitional” (formerly called “interim” ) DRE. We need someone who can guide us toward what we want the future of the RE program to be at First U. Alison and Edie will recruit potential volunteers to serve on the search committee for that position – to include at least one parent, one representative from Spiritual Pathways, one RE volunteer teacher, one youth.
- **Executive Director position** (see information in google drive to discuss a next meeting)

**Church Administrator Report (Nancy) - Tech Team met.** Looked at all of tech needs. Three areas are well-covered with volunteers – website, social media, Sunday AM tech team. We need tech support for equipment and computer issues. Decision was made to work with a local company. Currently in the process of negotiating a six month contract. Comes in under budget that we have set.

**Mosaic Steering Team** – Team has been very busy planning the Service for November 14<sup>th</sup> and post-service talk back opportunity. Paper mailing and announcement in E-Newsletter on spring workshops will follow this service. First larger Mosaic advisory committee meeting November 30<sup>th</sup>. All interested are invited. Outreach to committees ongoing. The Team shared budget proposal for fiscal year 2021/22. **Motion: To accept the \$10,000 budget request from the Mosaic team and to reallocate funds within the current budget (Joan / Richard) Eleven yes. One no. Motion carried.**

**Minister's Report (Liz)** – See written report. Bethel AME / First U partnership has been stalled for a time due to Rev. Jenkins need to attend to family issues. However, both he and Rev. Liz are committed to a long term relationship between our churches.

**Spiritual Pathways Team** – After the Feel the Pulse service on October 10, many people were concerned that RE had not fully returned due to COVID precautions. (People were feeling excluded and unhappy). Executive Committee felt it was important to give parents and teachers an opportunity share their feelings in this regard since many of them were not part of the Feel the Pulse discussions. Executive team drafted a survey and shared with Cathy and Spiritual Pathways Team, who offered revisions. Executive Team came back with another draft.

**Spiritual Pathways (SP) representatives:** Volunteer staff in RE are different than teachers in schools. SP Team wants to ensure that not only safety, but equity are principles driving decisions. We will need more volunteers than in pre-COVID times to make things work for in-person RE. Survey should ask if and how many parents will be willing to volunteer and help out. SP wants to get valid and clear information from families. SP Team wondered why they weren't asked to put survey together. Plans are already in place to return to in person learning at church. The survey should be in **context** of what is planned and survey families' response to that. The Team's most recent draft was shared. Odile acknowledged the very hard work of the SP Team. There was no intention to take away authority from the Spiritual Pathways Team, but to spare this already overworked team the extra work. The SP Team and Executive Team will meet to finalize the draft survey.

**DRE Report (Cathy)** - See written report – Doing the initial prep for children to come back on site and planning for the volunteer help that will be needed to come back to in-person RE.

### **Ministry Reports:**

**Realm** – Cheryl Bartholomew who is helping with setup of REALM database, requests Liaisons to please ask committees and all their members to log into REALM and change privacy setting to “public.” If not, then other congregants will not be able to see their contact information. Walter can help anyone who has trouble doing this.

**Social Justice (Greg)** – Cathy Alquist and Judy Ortman wonder if we could donate sanctuary furniture to Dorcas place and Asylum Coalition – further discussion at next meeting. Flag Pole committee is being organized. Michael Cappelli is working with Max Pounder on a permanent sign. Inside BLM and Rainbow flags - John will put these up once hardware comes in (Thank you, John!)

**Stewardship – (Kate)** - (See written report) Commitment Drive Committee met. They would like Mark Ewert to consult if possible. Kate will research cost. Various facets of stewardship

seem siloed - finance, planned giving, etc. Need a more comprehensive, connected stewardship effort.

**Community Life, Spiritual Development, Strategic Planning** – No reports in interest of time.

**PruComm Goals, [RE Vision, Sabbatical Preplanning]** – More discussion next meeting.

Review materials in google drive in preparation.

- DRE Interim – will take a lot of work
- Liz Sabbatical Planning
- Move toward executive director position

**Next meeting – December 8 at Joan’s House**

**January meeting will be on third Wednesday - January 19, 2022**

**Closing Words – Edie**

**9:04 PM – Adjournment**

Respectfully submitted,  
Claire Rosenbaum, Clerk