

First Unitarian Church of Providence

Prudential Committee Meeting Notes

February 9, 2022

ATTENDING:

Prudential Committee

Odile Mattiauda, President

Michael Cappelli, Past-President

Joan Richards, President-elect

John Dooley, Treasurer

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

Roger Peltier, Assistant Minister for Pastoral Care

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

6:45 PM - Gathering

Opening Words – Rick – Wendell Berry - The Peace of Wild Things

Covenant Reading -

Call to Order – 6:55PM

Announcements –

February 8, 2022

Motion was offered on February 8, 2022 (yesterday) via email: (Odile / Claire)

Motion: To accept the Covid 19 Team's recommendation to resume in-person services

February 13, 2022 with the following guidelines:

- **Mask mandate and distancing (every other pew) guidelines remain in place.**
- **“People are expected to be fully vaccinated (vaccination + booster)”**
- **Doors will be closed; some windows will remain open at staff's discretion.**
- **Choir is invited to come back following guidelines (incl. testing) as voted early December.**

- **Connect and reflect led by Roger and PruComm as well as any other church group are encouraged**
- **No congregational singing for now**
- **Test kits are available for choir and RE volunteers to pick up. Nancy has secured 900 test kits**
- **People who are not feeling good are encouraged to stay home and/or let church know if they test positive**

Motion passed unanimously via email on February 9.

COVID 19 Team shared that vaccine for 6 month – five-year-olds will be available soon.

January Minutes –Edie proposed an amendment to personnel section. Amended language: “In two years with \$11,00 per year or three years with \$8,000 per year” (Odile / Rick) Minutes approved unanimously as amended.

Reports (Highlights only) –

Administrator – (See written report) – In addition, today Nancy went to DOH and picked up 1800 COVID tests and hundreds of masks. We can distribute to public, but not during services (due to separation of church and state). We will give away during food pantry. We can also offer to others at other times of week. Can give to choir and figure logistics for others to pick up. Will make announcement in First U Times.

Assistant Minister (See written report) – Sabbatical plans are going well. Additionally, Liz and Roger are working on putting together a resident artists series to highlight artistic works (all genres) of artists who are members of the congregation– engagement with their art followed by discussion with artist of connections between art, culture, and spirituality.

DRE – Cathy – (See written report) – Stepping up preparation for RE returning to in-person, including preparing the extra parent volunteer “health ambassadors”. Coming of Age group is going very well.

Minister (Liz)– (See written report) – Liz is also working with Roger on resident artists program. Spurred by novel, “Gathering Years,” by member, Rob Nicholson.

Mission Statement (Beth) –Just before this meeting, Beth circulated the revised draft of her letter to the congregation regarding the status of proposed mission statement – on hold for now. Please send any comments to Beth. This will go out in an email to the congregation.

Treasurers report (John) – We are in good shape. Expenses are down due to COVID. One exception is the credit card processing fees. This is a good problem. Nancy reported that people will now be able to pay pledge donations directly through REALM. Those fees are less. This would save on credit card processing costs. There was a concern for people who had not paid anything on their pledge that they may feel disconnected or have pastoral needs. John worked with Roger and Jenn to consider any pastoral needs that might be related. A pastoral outreach letter will be going out to these folks. When Roger Osborne, Funeral Home, moved from

adjacent to the church, we acquired building, sold it and turned into a fund. Fund has grown under stewardship of Washington Trust. Now that Roger has passed away we have access to the fund, now worth \$290,000. This gives us the capacity to add to new initiatives fund, or sabbatical fund, or fund new staff initiatives. Sympathy notes were sent to Roger's widow.

Transylvania Partner Church (Louise) – Transylvania partner church is appreciative of partner service and other joint zoom discussions.

Stewardship/Commitment Drive/Budget update – Kate is resigning from this liaison position. All are grateful for the work that Kate has put into this effort. As with others, Kate had not been fully informed of the role and responsibilities when she was recruited by the nominating committee. Nominating committee needs to be totally transparent about the roles for all of the PruComm positions. Perhaps PruComm could benefit from some professional board development work. The Commitment Drive is beginning to move ahead. Paul Brule has agreed to lead, but needs a co-leader. We still need to recruit more people for this effort. Meeting with Mark Ewert was scheduled. Many people were invited, few came. We will be moving commitment drive to April, not March. Budget Committee will be meeting on Feb. 28th. Rick shared proposed timeline. March will involve recruiting pre-drive giving. April will be the drive itself – announcement from pulpit, testimonials, thank you notes, etc. May will involve “mopping up” effort.

Mosaic – First session of “Let’s Talk About Race” with Wayside Equity was held last Saturday. There were around seventy registered and close to that number attended and stayed for the whole three hours on zoom. Chat comments at end of session were positive. A suggestion was to offer a very brief feedback poll at the end of subsequent sessions with a few key questions. Wayside could do a zoom feedback poll or another quick easy electronic survey could be sent.

Interim DRE Search – Posting is finalized. It will be posted soon on LREDA and UUA sites. March 7 is deadline for cover letter and resume to be returned. Then the committee will be reviewing applications.

Motion to add to President elect description

The Personnel Liaison has been carrying a heavy burden over the last few years. Having the President-Elect be a standing member of the Personnel committee could ensure that there was always someone to share that role. Also, if the nominating committee has a nominee for Personnel Liaison for next fiscal year, that person can begin to meet with the outgoing liaison now to get informed and up to speed.

Motion: (Odile / Edie) Move to update section “1.2.2 President-Elect” of the policy manual describing role of President-Elect to include language “will serve as a member of the Personnel Committee”, making the President-Elect a member of the Personnel Committee. Motion passed unanimously.

There was also a suggestion that outgoing liaisons write the “job descriptions” for the nominating committee so nominees have a realistic idea of their expected roles. The UUA has some technical assistance for nominating committees. This could be worth pursuing.

Sabbatical pre-planning/Priorities –

Transitioning planning. Faith and Science group would rather Liz step back during sabbatical rather than assigning a replacement. Work with Bethel – collaboration with David Smith weekend will take place in May. Roger and Liz are meeting with Rev. Howard Jenkins to explore ways to keep some partnership going during Liz’s sabbatical. Starting next week, Liz will be reserving Wednesday afternoons, 1PM – 3PM for meetings with parishioners. Considering the possibility of a once a month “lunch with Liz” time as the weather gets warmer. Liz has worked with Joan for better email management. Some outside initiatives have been hard won and Liz will not be able to let these go for the spring.

Executive Session - Moved to executive session 8:14 – 8:49 PM. Motion (Rick / Edie): To accept the job description for Director of Operations as proposed (with the caveat that it can be revised in the future) to full salary in two years effective immediately. Motion passed unanimously.

MOSAIC Workshop: Saturday March 12, 9-12 am

Next PRUCOMM Meeting: Wednesday March 9, 2022, at 6:45 pm on Zoom

Closing Words - Rick

Chalice Extinguishing

Adjourn – 8:56PM

Respectfully Submitted,
Claire Rosenbaum
Clerk