

First Unitarian Church of Providence

Prudential Committee Meeting Notes

November 9, 2022

ATTENDING:

Prudential Committee

Joan Richards, President

Odile Mattiauda, Past-President

Hillary Salmons, President-elect

John Dooley, Treasurer

Claire Rosenbaum, Clerk

Dana Borelli-Murray, Personnel Liaison

Peter Laarman, Strategic Planning

Louise Sloan, Community Life Liaison

Lisa Voutes, Social Justice Liaison

Alison Green, Spiritual Development Liaison

Andy Wilby, Stewardship Liaison

Ex-officio – Rev. Roger Peltier, Acting Senior Minister *absent*

Church Staff Attending

Mandy Neff, Interim Director of Religious Education

Nancy Forsstrom, Church Administrator

Guests

Rick Richards, Commitment Drive

Lee Rodman

6:47 PM – Gathering Covenant Reading

Opening Words – Rick – Iliad, Chinese writings

Announcement – Rick Richards has resigned from PruComm (See letter in PruComm materials). He will remain as chair of commitment drive and continue to attend PruComm meetings in this capacity. Thank you, Rick, for your service!

Call to Order – 6:51PM

October Minutes – Motion to approve the minutes of the October 12 meeting as presented were approved unanimously. (Odile / Alison)

Staff Reports (See submitted written reports) – Mandy also shared that a series of events that will take place in January addressing issues of silo-ing. These will be conducted like listening circles. Peter, Joan and Mandy will plan these. Staff would like to encourage a “ministry of

presence” in leadership strategy. It is important that PruComm members as leaders show up for events such as these. Along those lines, please plan to attend the workshop on December 4, noon – 2PM (lunch will be served). It will highlight a History and Heritage Timeline with focus on history of religious education and history of music in congregation.

Nancy shared that the auction finished on October 29, raising \$11,600. Many UU churches do regular fund-raising auctions, many raising upward of \$20,000. Our goal after the last auction (first in many years) was to do one every eighteen months. Poor turnout at the live event by PruComm members was noted by congregants, although many participated in other ways – donations or bidding. Better communication is needed. This time, staff neglected to give direct reminder at PruComm meetings to strongly urge PruComm members to attend. Next Auction would be scheduled for May of 2024. It was suggested that making an auction an annual event might help people know when to expect it.

Delegates for the GA in 2023 – At the UUA General Assembly (GA) there will be discussion and a vote on new proposed Article II. This is an attempt to bring Seven Principles up to present day including being more explicit on issues of anti-racism and anti-oppression. First U, due to our size, is allowed to send ten voting delegates to GA. In the past we have only had two or three delegates able and willing to attend each year. This year’s GA will be hybrid with possibility to attend online, eliminating the need to travel with related costs. There is also a less expensive option if just attending business sessions, and not workshops. This year, we could plan to recruit and send the full ten delegates. What process / criteria should we use if we have more than ten who want to be a delegate. We would like to have delegates from all ministries and Mosaic. If we have more than ten, we need to define criteria – diversity, prior experience as a delegate, which committees / areas are you involved in. Hillary agreed to draft an application. Need to consider whether we could support cost for those needing financial support to attend. In the past, delegates were required to pay their own way. Those attending in prior years shared that the workshops are of extreme value. We should ask delegates who can attend workshops to commit to report back information learned.

Spending Priorities

Ministry Liaisons are requested out to get budget requests from their committees before next PruComm Meeting, December 14. Peter shared a document laying out six areas for strategic planning along with planning indicators.

1. Promoting Church Growth by Extending Wider Welcome
2. Becoming Church for the City
3. Opening Pathways to Greater Spiritual Depth and More Intensive Spiritual Nurture
4. Telling our Story Through Lively and Compelling Communications
5. Ensuring Financial Stability and Maintaining / Improving our Physical Infrastructure
6. Cultivating Resilience, Unity and Resourcefulness

All areas are interconnected. We still need to gather core leaders to get buy-in or suggested revisions, etc. These areas for our vision (if all agreed on) can help when deciding on making hard budgetary decisions.

Andy shared Power Point slides outlining a process for project flow. Committee takes proposal (with funding request) to Ministry Liaison, who takes to PruComm for approval of concept, then

goes to Stewardship to see if, where and how funds are available. PruComm through Liaison monitor progress of project. Andy is in the process of forming a Stewardship Committee that would do this financial discernment. Proposes that Building and Grounds / Infrastructure be separate from the discernment Stewardship committee. Andy shared a format for committees to outline budget requests – What do you want to do? Why? What does it cost? Tasks and Timelines? Dana and Alison will work on identifying an accessible format for committees to use – with both online and hard copy capacity. Committees should use their budget request for reaching for what they want – not just what they got last year or other limits they might put on themselves. This will help to set vision for commitment drive goals.

It was noted that PruComm members need to understand where we are with our current budget. Although financial report summary was included in Google drive, full financial reports and some discussion of where we are financially is requested at each PruComm meeting moving forward.

Joan shared a “Working list of Spending Priorities” based on brainstorming at summer retreat and other issues that have surfaced since. This list has been divided into items that need to be part of operating budget and those larger capital expenses which may need a capital campaign. The operating budget items include:

1. Mosaic Team needs – Mosaic Team will follow same budget request directly to PruComm – not through a Liaison since they currently report directly to PruComm. Louise shared a print out of the evaluation of last spring’s “Let’s Talk About Race” workshops as a reminder and for newer members.
2. Sabbatical Policy and need to budget for anticipated Sabbaticals – To be discussed in executive session.
3. Full Time Music Director – Music Committee. PruComm will need to keep in touch with Music Committee and have a sense of salaries being looked at. Spiritual Development Liaison is connecting with Music Committee in an ongoing basis.
4. Improve Communications within church and to larger community. Nancy and Michael Cappelli have developed a list of communications needs. Hillary will help collate and consolidate information and share with PruComm.
5. Reviving Congregational dinners. Discussed child care need. Rick has volunteered to organize and curate a list of childcare providers (at least two people, one must be an adult. Adult must have background check).
6. Haynes Room needs hybrid capacity – cost is about \$3500. Andy will work with Michael Cappelli to submit this request.

It was noted that the organ repair and renovation was missing from the list of capital expenses. This was an oversight and will be added to the “Working List of Spending Priorities.”

Executive Session – 8:30 – 9:07PM

Closing Words – Rick – Anne Sexton

Adjournment – 9:09PM

Respectfully submitted,
Claire Rosenbaum, Clerk