

## **First Unitarian Church of Providence**

Prudential Committee Minutes

September 13, 2023

### **ATTENDING:**

#### **Prudential Committee**

Hillary Salmons, President  
Joan Richards, Past-President  
Karen Silva, President-Elect  
John Dooley, Treasurer  
Chris Campanile, Assistant Treasurer  
Kate Niles, Clerk  
Dana Borrelli-Murray, Personnel Liaison (absent)  
Peter Laarman, Strategic Planning  
Katy Killilea, Community Life Liaison  
Lisa Voutes, Social Justice Liaison  
Alison Green, Spiritual Development Liaison  
Andy Wilby, Stewardship Liaison  
Ex-officio – Rev. Liz Lerner Maclay

#### **Church Staff Attending**

Nancy Forsstrom, Director of Operations  
Mandy Neff, Interim Religious Education Director

**6:45 PM –**

**Call to order, Chalice lighting, opening welcome**

**Introductions**

**Approval of June minutes and Minutes from 9.6.23. Alison Green moved; John Dooley seconded after Hillary requested the addition that the Strategic Plan was unanimously approved on 9.6.23.**

#### **1. Strategic Plan:**

- a. Liz: Concern about how strategic planning rolls into already fully taxed staff. How do we prioritize?
- b. Peter suggested constituting the Antiracism Team and Accessibility Teams this fall and the Justice Education team(s) in the Spring.
- c. Financial/Development coordination already occurring.
- d. Nancy suggested that Teams/Committees devise metrics for progress measurement, and that Teams (current and new) will have to devise new ways of working together as Strategic Plan is a **guideline** for groups, not replacements for them. How do they work toward the Plan, not individually without coordination? It was also suggested by Peter that the Social

Justice Liaison (Lisa) and Peter meet with all those Committees together to affirm and celebrate them while folding their missions into the Plan. Issue advocacy, metrics, timelines, decision-making – solidify so accountability to Plan commences.

- e. Hillary would like a Capital Campaign Consultant to come in sooner rather than later. Also continue to build out multi-year budget projections. Liz and Karen have some names for consultants.
- f. **Pru Comm Leadership** – Role clarification sequencing will begin as Hillary consults with Erica Baron next week.

## 2. Financial Reports and Updates:

- a. John reports we are in good shape coming out of the summer. We are two months into the church year and we have almost 25% of our income in. We also have a big line of credit (unused) but are in solid shape though with an expensive campus and some big expenses upcoming.
- b. AV upgrade is in the pipeline – monies are mobilized.
- c. Nancy explained budget auditing process – very thorough (See Excel sheet (“Net Asset Roll Forward 9/11/2023”). **Motion to close out June Budget brought by Peter Laarman, seconded by Joan Richards. Unanimously passed.**

## 3. Staff and Committee Updates:

- a. Alison reports that the Music Director Search Committee will meet this Sunday to discuss presentation to the congregation on October 1<sup>st</sup> and to mull over the suggestion of adding “Worship Arts” to the Music Director job description. Liz pointed out that for a church our size a full-time music director is not at all extravagant. It was also suggested that down the road we contact City of Providence arts leaders for coordination toward the Strategic Plan’s goal of being a “Church for the City.” It was pointed out that already First U is part of an upcoming Gallery Night tour that is citywide.
- b. Alison also reported on the RE Director search. The 24<sup>th</sup> of September service will revolve around what we desire in an RE Director. Committee members are currently all women and Alison would like a man. Joe Killilea was volunteered and Katy (Wife!) stated he would likely do it.
- c. No luck so far with a co-chair for Commitment Drive. It was suggested that a targeted meeting occur with Hillary, Jenn Nardone et al to come up with a list of possibilities.
- d. Liz wanted to clarify her ex-officio (non-voting) status on Pru Comm as many people are confused by her role, and that Mandy and Nancy are the two staff people who attend meetings (but do not vote). She stated that we

have had a strong launch to the new church year and that this was worth noting as many churches have not.

- e. Mandy reports we have 25 DRE kids and 3 in nursery this month – same as in spring. Hillary stated that having a “token youth” on the Pru Comm a bad idea and that two would be better.
- f. Transylvania partner church (the minister and his wife alone) are coming Oct 11 and leaving Oct 23. There are a list of activities to partake in with them and Nancy said when you click on the list in the newsletter you can find links to sign up to join.

#### **4. Kitchen and Organ Updates:**

- a. Andy is leading a working group on this and they have looked at various kitchen utilizations and quotes for flooring, appliances, etc. They need help with layout and if we go electric versus gas it will affect ventilation needs. Kate pointed out that electric stoves may make us eligible for environmental rebates.
- b. Joan led a (fascinating) discussion about the organ. An organ consultant, Jonathan Amborgino, and organ technician, Jonathan Ortloff, have been very helpful. The organ is creeping along and needs lots of triage by Orloff to get to Xmas service. In the meantime the Committee will visit area churches that have replaced their organs, and investigate electronic options as well as used organs from “dead churches.” As they do this they are planning on bringing publicity to the congregation about their efforts in the newsletter and on the website. Joan stated that they were probably a year out on making a decision and that a healthy debate about “sound and money” will need to occur.

#### **5. Other Business:**

- a. Dana (absent) will work on formal Emeritus Policy for retired staff, as we don't have one.
- b. Long-standing quest for a sign in front of the church has languished despite a lot of work and research by Rick Richards and others. It was pointed out that such a sign would fit well with the need for church branding mentioned in the Strategic Plan, and that we needed to meet with the sign committee to celebrate their work and fold it into the Plan. How will it fit in with a full Communications Plan?
- c. Child care – Hillary was unaware we had a Child Care policy in place. Snag is that an adult has to be present even as teens are paid to babysit during events. It was agreed this was a staffing issue, not for Pru Comm.

- d. Nancy brought up a possible fencing project for an Eagle Scout regarding an ugly corner of the church property.

**9:02 Meeting Adjourned.**