

Providence First Unitarian Church  
Prudential Committee Special Meeting  
Wednesday, May 1, 2024, 5:30-5:50

Hillary Salmons – President  
Karen Silva – President Elect  
Joan Richards – Past President  
Kate Niles – Clerk  
John Dooley – Treasurer  
Chris Campanile – Assistant Treasurer  
Dana Borrelli-Murray – HR/personnel Liaison (late?)  
Alison Green – Spiritual Pathways Liaison  
Andrew Wilby – Stewardship Liaison  
Peter Laarman – Strategic Planning Coordinator  
Katy Killilea – Community Life Liaison (absent)  
Lisa Voutes – Social Justice Liaison  
Liz Lerner Maclay, Senior Minister – Ex-Officio

**Staff:**

Nancy Forsstrom – Director of Operations

**Guest:**

Heidi Vasquez, DRE Search Team Chair

1. Special meeting. First, to approve the hiring of Jennifer Nelson to the position of Director of Religious Education. Discussion: Heidi presented we had twenty candidates and Jennifer rose to the top. She is young and enthusiastic about moving to Providence and making that commitment. None of the candidates had adult RE credentialing, a question Peter raised. Jennifer is interested in this down the line, however. Peter asked if the contractual terms had been addressed with Jennifer and Nancy replied that she had talked over the basics with her. The agreement follows the UUA template. He also expressed concern that although the stated base compensation is \$66k, the actual yearly outlay for the church (including professional expenses, pension contributions, and sabbatical coverage expense in due course) will amount to over \$80k. And this level of compensation, especially for someone who will have a lot of time off (including Sundays off) may not be sustainable over time. It was agreed that we do need multi-year projections on salary increases going forward. Hillary moved to hire Jennifer, Alison seconded. All approved.
2. HR position on PruComm: To propose a bylaw change at the annual meeting to eliminate the Personnel PruComm position, which will reduce the total number of PruComm trustees by one person, and to eliminate the Personnel subcommittee from the church governance structure. Peter moved to accept, Kate seconded. All voted in favor. Nancy has researched actual changes needed to the By-Laws, and they are minimal.
3. We are waiting on a letter from the current Deacons recommending dissolution. We will adjust the By-Laws once this occurs in a future PruComm.