

First Unitarian Church of Providence
Prudential Committee Meeting Notes
October 9, 2019

ATTENDING:

Prudential Committee

Cheryl Bartholomew, President
John Simmonds, Past-President
Michael Cappelli, President-Elect
Roberta Groch, Treasurer
David Fancis, Assistant Treasurer
Claire Rosenbaum, Clerk
Caroline Mailloux, Strategic Planning
Tiffany Reed, Stewardship Liaison
Edie Warren, Personnel Liaison
Sam Cole, Community Life Liaison
Greg Kniseley, Social Justice Liaison - *Absent*
Dave Spremulli, Spiritual Development Liaison

Church Staff Attending

Elizabeth Lerner Maclay, Minister
Cathy Seggel, Director of Religious Education
Nancy Forsstrom, Church Administrator

Guests Attending – Ralph Mero, Katherine Alquist, Rick Richards

6:45 Check-in

Opening Words (Dave) - *Success*

Call to Order - Chalice Lighting & Covenant Reading

Meditation

7:00 Consent Agenda:

- Meeting Minutes 11 September, 2019;
- Motion to approve Jay Glasson as new member to the Personnel Committee
Motion to approve consent agenda (Dave S. / John) passed unanimously.

DISCUSSION ITEMS:

• **Sanctuary Update and Documentary (Katherine)**

No one has taken up offer of sanctuary since first family left last December. We do not know exact reason why. How else can we help? Most need is to assist asylum seekers. In order to get out of detention they need sponsors. The Sanctuary Coalitions consists of a variety of groups in RI and nearby MA communities – Friends, Temples, Muslim interest, AMOR, RI Coalition Against Homelessness, etc. 12 – 35 people are in attendance at each meeting. We have been able to help with identifying resources, etc.

Documentary Filmmaker – Justin Reifert, Oakland University in Detroit, has proposed making a film to document work of First U Sanctuary effort. (See proposal and email responses to PruComms questions). He has filmed Wyatt Detention Center protests and other local events, and has attended coalition meetings over summer. Other organizations have also been approached – AMOR (no response to date). Although there are some concerns about telling this story from a white privileged point of view, this story will allow us as allies to speak for those for whom it is too dangerous to speak. It was pointed out that public witness was an important part of the congregational vote on sanctuary. This will be an opportunity. It was decided that interested members of the PruComm could meet with Justin when he is in town next (October 18 – 21). Best time would be Sunday 10/20. Cheryl will reach out to him to propose such a meeting.

- **Strategic Planning (Caroline) –**

First Congregational conversation, “Imagine the Future” will held be on Saturday, October 12. Also on 10/24 and 10/27. Caroline is urging PruComm members to reach out to those they know with a personal invite. It was suggested that perhaps we should take a pause if we do not have representation from younger generations (those in their 30s and 40s) who will be critical in carrying vision forward. Two facilitators, UUA consultants. We hope to feed back information from conversations before the end of the calendar year. This years activity is setting the groundwork. A Strategic Planning Committee is being formed. It will be made up of PruComm members, staff, and members of the congregation. We have PruComm and staff representation. We have one member from the congregation and are looking for a couple more. We are particularly seeking congregational representation that represents various generations. Spring will be time of beginning work of outcomes of these conversations. How does strategic planning connect with budgeting. Why are you here? What do you love? What does this all mean to you? There is a suggestion to merge PruComm retreat with a lay leadership overnight retreat – Friday into Saturday. There is a need for larger space and time to engage in these discussions of mission and vision. More to come on details for such a weekend – exact location / dates / cost, etc.

- **Beaumont Strategic Leadership Evaluation**

Inside the Large Congregation – Cheryl led the group through a review of strategic leadership evaluation from the summer retreat. Areas of greatest strength: When we articulate goals, we follow through (understanding gets us to funding). Good board oversight. Weaker areas: Articulation of clear mission - goals and measures tied to larger mission. Ongoing evaluation and adaptation. Communication to larger congregation. Lack of roadmap. Reactive and sometimes linked to personality of individual leaders. One-year president may contribute to this.

- **Liz Sabbatical (Liz) & Sabbatical Planning**

We are in need of policy around planning for sabbaticals. Need to pull together sabbatical guidance task force in order to be more proactive than we currently are. UUA, UUMA, LREDA have some materials already out there. We can review and adopt and/or adapt. Anyone interested let Cheryl know. Cathy is working on her plan for next year. Liz’s sabbatical will be due in July, 2022 - December, 2022 – five months plus month of

vacation. The place where Liz would like to stay in Scotland needs reservation now. Would like to do that and offer a plan for sabbatical by July, 2021. Motion to accept sabbatical dates of July – December, 2022 (Edie / Tiffany) passed unanimously

- **300th Anniversary**

Megan Smith, chair of committee, will be presenting to next PruComm meeting. She wants to know what PruComm would like to do for 300th anniversary. What do we think is important to share. Time capsule?

EXECUTIVE COMMITTEE HIGHLIGHTS:

- **Facilitated Conversations (John)** – Caroline said it all

- **Pastoral Care Minister (Liz)** –

We have two very good candidates. Liz and Nancy have met both. They have made recommendation to bring both in for follow-up interview with Cheryl and Edie. We want to bring person on board as soon as possible. Nobody is overseeing parish care (rides, meals etc.) so we need the new person to take this on.

- **Special Project Requests (Roberta & David F.)**

Bill Koteff has been working on an online special project request form. Roberta and David attest that this is great. Michael will lead the roll out to the congregation.

- **Commitment Drive & Strategic Planning**

Both groups met together last week. Trying to align commitment drive with strategic planning. Rick Richards and Caroline working together on this.

- **Monitors in Parish House and Atrium**

Monitor screens will be going up soon with upcoming events, announcements, etc. Three monitors will be placed in strategic spots in parish house and atrium.

- **Landscaping**

Max P. will be able to come to November meeting if we have questions. Plan adapted from that of Sarah Bradford and Fred Jodry. They consulted with the Green Team over the summer. They plan for soil abatement, bring in new soil, put down grass and ground cover and put down bulbs, install watering system that Max has configured. Recruited volunteers and got several and one willing to serve on building and grounds committee. Recommendation that Max, representation from Green Team and interested PruComm members meet soon to ensure that issues of environment and justice concerns have been considered.

REPORT HIGHLIGHTS

- **Church Administrator (Nancy)** – See report

- **DRE (Cathy)** – Cathy wanted to highlight the UU Common Read - “Indigenous people’s history of the US”. Youth will be reading young people’s version. She urges all to join in the common read and discussion to come in early winter.

- **Minister (Liz)** – Thank you for Susan Beaumont conference – it has been very helpful!

- **Treasurer Reports (Roberta)** – See report – We are where we should be.

MINISTRIES, PERSONNEL, STRATEGIC PLANNING

- **Personnel (Edie)** – Personnel Committee is working on a document regarding the personnel recommendations in David Pyle's report. Will send to Cheryl for dissemination. Using “When Moses Met Aaron” for personnel evaluation. Liz was considering applying for coaching from Susan Beaumont. May not be able to meet deadline.
- **Strategic Planning (Caroline)** – See above
- **Community Life (Sam)** – Potluck in December, Feb. and March still not spoken for. Looking for groups to take responsibility for Pot luck tasks – set up, clean up, recruitment, taking money at the door.
- **Social Justice (Greg)** – no report
- **Spiritual Development (David S.)** – no report
- **Stewardship (Tiffany)** – Rick is reimagining how commitment drive will operate this year.

NEW BUSINESS – Ralph left booklet on endowment funds and impressed importance of growing these funds with planned giving when possible.

8:50 ACTION ITEM REVIEW

1. Cheryl will contact Justin Riefert to set up meeting for 10/20 if possible. Those interested and available should attend.
2. All PruComm members urged to attend as many Imagine the Future conversations as possible.
3. Cheryl will set up meeting with Max P., Green Team and those who have concern about landscaping proposal as soon as possible.

Next Meeting/Assignments

- **Next Meeting: November 13**
- **Opening/Closing Words: John**

Closing Words (Dave S.)
Extinguish Chalice

9:05 ADJOURNMENT – Motion to adjourn (Dave S. - Michael) approved unanimously.

Respectfully submitted,
 Claire Rosenbaum
 Clerk