

**UNITARIAN SOCIETY OF HARTFORD**  
**Board of Directors' Meeting**  
**Tuesday, April 05, 2016**  
**Meeting House**

<b>Members Present:</b>	Virginia de Lima, Martha Bradley, Margaret Leicach, Rev. Heather Rion Starr, John Clapp, Tina Davies, Rev. Cathy Rion Starr, Louise Schmoll, John Brancato, Gloria Francesca Mengual		
<b>Members Absent:</b>	none		
<b>Guests</b>	Peter Meny, Bill LaPorte-Bryan, Katharine Ann Anderson		
<b>Call to Order:</b>	Virginia de Lima, President, called the meeting to order at 7:00 PM.		

<b>SUBJECT</b>	<b>Discussion</b>	<b>Decisions</b>	<b>By whom/when</b>
Chalice Lighting and Opening Words			
Board Covenant, USH Mission & Centering Silence			
Comments from Guests	None		
Vacant position of Chair of the Council on Social Justice.	John Brancato moved and John Clapp seconded the appointment of Gloria Francesca Mengual to fill the vacant position of Social Justice Chair. On behalf of the Board, Virginia expressed our appreciation for the hard work, talents and grace of Vanessa Gonzalez-Rivera during her tenure in this position.	Motion to appoint Gloria to this position approved unanimously.	
Update from AIM	Bill LaPorte-Bryan and Katharine Ann Anderson provided an update on the progress of the AIM Team, including participation in workshops, a planned worship service, hosting a theater group on mental illness on April 17th. Louise pointed out that the Jean Petty Fund might be available to fund some of these programs.		

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Update from Stewardship	Peter Meny provided a written update on the status of the Stewardship Campaign. Based on pledges received plus estimate of pledges outstanding, a projection of \$280,000 is reasonable. Follow-up plans include mailing cards to those who haven't yet pledged, assuming those still missing will pledge 5% above 2015-16 amounts, and a targeted individual approach to new members and regular attendees.	The board brainstormed some approaches to maximizing the final total, focusing on positive themes, the dream goals we hope still to be able to reach.	
Budget for next fiscal year	Louise provided detailed information on the status of the budget thus far and implications for next year's budget, given current projections of pledge income. The ministers updated the board on current staffing projections. If we have only a little above a 'maintenance' budget rather than a 'dream a little' budget to work with, the Board prioritized our objectives beyond maintenance for the 2016-17 budget as follows: (1) supporting and retaining staff, (2) making progress toward fair compensation for all staff, (3) 21st Century sanctuary, (4) modernizing communications, and (5) reducing the draw on the endowment. It was noted that imbedded in some of these are activities that promise to be revenue-producing and/or cost saving in the long run.		
Safe Congregations	Margaret moved and Tina seconded a motion to approve using the UUA guidance presented in "Balancing Acts - Keeping Children Safe in Congregations" as the starting point for deciding how USH will address issues of a safe congregation.	Approved. Board members were requested to read the book, especially pages 1 - 5.	

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(continued)	Margaret moved and John Clapp seconded a motion that the Board charge the Safe Congregations Team to review existing policies and procedures that ensure congregational safety and make recommendations for new policies or changes to existing policies. The current members of the team are: Rev. Cathy, Virginia de Lima (President), Rayla Mattson (RE director), Joan Nicoll-Senft (RE Committee), Barbara Fraher (social worker), and Rick Tsukada (therapist).	Approved.	
Minutes of March Meeting		Approved as submitted.	
Report from the Council on Administration	John Clapp submitted a written report which members read with interest and for which the Board thanked him. It was also noted that taking the solar energy project from start to finish in about 6 months was a great achievement, even though the foundations of this idea had been developing over several years.		
Annual Meeting & Board Retreat	Reports need to be submitted by April 15th for the annual report. John Brancato and Virginia de Lima will collaborate on planning the annual meeting as well as the retreat and welcome others who would be willing to help.	Virginia will remind the Nominating Committee to ensure that new Board members are aware of the date and location of the Board retreat.	
Petition Candidate for UUA President	The Ministers requested that the Board support the petition enabling Susan Frederick Gray to be on the ballot for President of the UUA. They noted that this petition simply supports having her be able to run for the office and does not constitute an endorsement of her for the position.	Approved.	

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Strategic Planning	Rev. Heather summarized the progress thus far. John Brancato moved and John Clapp seconded a motion that the Board authorize the work being done by the Strategic Planning Team and appoint Rev. Heather, Sherry Manetta, Kate Gervais, Tom Richardson, Jack Almeida and Virginia de Lima to the Team.	Approved.	
Updating Policies	The appointment of a team to review existing policies and procedures and make recommendations for new policies and/or changes to existing policies was tabled to the May meeting due to lack of time.		
Comments from Board Members	Members shared information from their phones on the progress of the UConn game.		
Decisions, Follow-Up, Date of May Meeting	The next meeting will be May 3rd.		
Closing words			
Adjourn	The meeting was adjourned at 9:15 PM.		

Respectfully submitted,  
*Margaret Leicach, Secretary*