

USH Board Meeting – May 3, 2022

Present – Rob Spector, Eve Pech, Peter Meny, Jon Covault, Sarah McKenzie, Dana Donovan, Tina Davies

Absent – Bob Hewey

Guests – David and Janice Newton, Martha Bradley, Stu and Bev Spence, Jim Venneman, Paul & Laura Cipriano, Joe Rubin

6:33 – Rob called the meeting to order, check-ins

6:47 – Rob read opening words

6:48 – Eve read the Board Covenant

6:49 – Vote on April Minutes. Any questions/changes? Motion to approve made by Tina, Dana seconded

Aye – 7

Nay – 0

Abstain – 0

6:50 – Annual Meeting preparations:

Nomination of new Board Members – Martha gave us an update on the Board slate of nominees:

Treasurer – Jon Covault (2 years)

Admin Council Chair – Paul Cipriano (2 years)

President-Elect – Dana Donovan (1 year)

Social Justice Chair – Judy Sullivan (1 year)

Notice of the Annual Meeting needs to be made at least 10 days prior to the Meeting date. Tina will make sure that it gets into this week's e-news.

Financial Update, Theme for the Summer Services, Good Neighbor Offering update, and (maybe) personnel. Secretary's Report. B&G update, David N. will speak. Tina or Laura C. to update on Communications Committee. Volunteer Recognition. Update on RE? Vote on last year's Annual Meeting Minutes. Reassure the congregation that we are in a period of transition. There have been some requests to broadcast the Annual Meeting via Zoom, which may not work if we're outdoors. Maybe have the meeting itself in the Sanctuary to take advantage of the better Zoom capabilities, and then food either outside or downstairs, weather depending.

Food update – Annie has contacted a caterer, Little Oak Café in Canton, they gave her a quote for just under \$1,000, designed to handle between 70-79 people: variety of salads, a couple of main dish options. We would provide beverages.

Annie has a family program planned as well.

7:26 – Fact Finding Team: we should be getting an update from the group soon. The Board will go into Executive Session later this meeting to discuss. Rob has gotten quite a few complaints regarding the

confidentiality of this matter. We are acting as an employer in this matter and do have an obligation to protect confidentiality. The UUA has no say over what happens in our church. They can offer help, guidance, and support, but do not have an overarching role in this internal matter. There is also a bit of impatience being expressed by congregants, they feel the Board is taking too long and they want to know what is going to happen.

7:32 – Minister’s Discretionary Fund: Caring Network was looking to spend some of the funds to offer some support to a congregant. Release of up to 2 months’ rent, no more than \$1,900, to be drawn from the MDF. Board to vote on expending the funds, may need to have a workaround based on who the signatories are for the MDF aside from Rev. Terry. Rob made a motion to spend up to \$1,900 from the MDF to assist the congregant in need, and to allow the Caring Network to be in favor of distribution. Eve seconded.

Aye – 7

Nay – 0

Abstain – 0

7:39 – Anything else from Council reports? Carpeting is moving along; deposit check was mailed yesterday to Dalene Flooring. B&G needs to get volunteers to remove furniture from the affected rooms. Tina identified that we are in need of a Membership Committee Chair. Carolyn identified some specific items that she felt were key to a membership role, and some others that could be delegated out. Long term, the Governance Task Force is going to make some recommendations soon regarding Board Governance which may have some effect on this position. Rev. Joy Christie from Fern Street is offering her support for pastoral care at USH with the Caring Network. For Social Justice, GHIAA is being spun off as a subcouncil, Doris Maldonado is stepping down as chair of the AIM committee. Dana also received an email from GHIAA that there will be a major assembly on June 7 at Congregation Beth Israel in West Hartford. GHIAA would like core team members and clergy to attend. Judy and Dana have been looking into setting up a booth at West Hartford Pride with the Fern Street congregation. Historic Building designation is moving along, and it’s possible that the State would likely approve a grant to support that application. Toni Gold has been working diligently on this project. We have hired a new part-time bookkeeper.

7:49 – Stewardship: Joe Rubin joined us to give an update on Stewardship so far. We are at approximately \$251,000 so far from about 75 households. We have a significant number of members who have not responded yet. Joe is working on follow up with those members who have not responded. The uncertainty about the minister is giving some people pause and concern, and we continue to slowly lose people. We also have some new members and new pledges this year. We are particularly missing Brian Mullen’s presence in the process this year. Brian Harvey has offered to work with Bob, Jon, Joe, and the new bookkeeper get all the info into the correct format. We will likely have a better projection at the next Board Meeting.

8:01 – Any Guest Questions or Comments? None.

Quick Break

8:10 – The Board went into Executive Session.

9:03 – Meeting Adjourned.



Sarah McKenzie <sarah.h.mckenzie@gmail.com>

Proposed Board Meeting Agenda for our May 3, 2022 meeting

1 message

Robert Spector <Robert_Spector@ctd.uscourts.gov>

Mon, May 2, 2022 at 4:22 PM

To: Sarah McKenzie <sarah.h.mckenzie@gmail.com>, "BoltonBob@aol.com" <boltonbob@aol.com>, "elpech@sbcglobal.net" <elpech@sbcglobal.net>, DANA DONOVAN <danadonovan@sbcglobal.net>, Peter Meny <plmeny9@gmail.com>, Christina Davies <daviesush@gmail.com>, Jonathan Covault <jncovault@hotmail.com>

Good evening everyone. Please find below my proposed agenda for tomorrow night's meeting. Let me know if you have any changes or additions. We will focus our time largely on discussing and planning for our May 22, 2022 Annual Meeting. We will need to go into Executive Session for a full update on the personnel matter. Thanks.

USH BOARD MEETING AGENDA - 5/3/22 at 6:30pm, via Zoom

6:30pm Check in, All - 15 mins.

6:45pm Opening Words, Rob - 3 mins.

6:48pm Board Covenant, Eve - 2 mins.

6:50pm Approval of April Board Minutes, Sarah - 2 mins.

6:52pm Planning Our Annual Meeting – 40 minutes

- Agenda for our Annual Meeting
- Summer Worship Schedule
- Zoom option and other IT necessities for the Annual Meeting
- Family Event and Catered Food
- Nomination of our New Board of Directors

7:32pm Updates On 2022-23 Budget, Stewardship - 10 mins.

7:42pm Acceptance of Council Reports, Comments, Questions – 15 mins.

7:57pm Update on Rev. Terry's Paid Administrative Leave – 10 mins.

8:07pm Guest Comments - 10 mins.

8:17pm Executive Session

OUR NEXT USH BOARD MEETING WILL OCCUR, VIA ZOOM, ON TUESDAY, JUNE 14, 2022, AT 6:30PM

Annual Stewardship. Joe Rubin anticipates that he will have a tally for our 2022 Stewardship Campaign by May 10th.

Building and Grounds Sub-Council. Hybrid meetings held May 1, 2022

A Spring Clean-up / Work Day was held on Saturday April 23 following breakfast fare provided by the RE team.

A big thank you for the many who helped out including Ginny Hedrick, Ron Sexton, Kevin Girouard, Jim Venneman, Martha Bradley, David and Janice Newton, Lucille Giannimatteo, Toni Snow, Richard and Jean Groothuis, Noah and Colin McKenzie, Annie Witzler, Tina Davies, John Bengtson, Laura Stewart, Sue Tenorio, Susan Hope, and Evan Williams. THANKS TO EACH OF YOU.

Carpeting of rooms surrounding the ambulatory.

The Board approved at the April 12, 2022 meeting funds for replacing the carpeting in meeting rooms surrounding the ambulatory based on a bid from Dalene Flooring (Southington) of \$14,100. Funds would be drawn from a restricted Endowment resource that includes use of funds for capital improvements. B and G will be responsible for scheduling the work in connection with ability to empty rooms, arrange carpeting work, and such other details as may be necessary.

Potential designation of the Meeting House as a Historical Landmark. Toni Gold is leading the B&G inquiry on this issue and has invited Mary Falvey, Executive Director of the Hartford Preservation Alliance, the nonprofit organization that is the advocate for preserving historic resources in Hartford (see <https://hartfordpreservation.org/>) to offer advice and guidance.

Ms Falvey, toured the building during the May 1 B&G meeting with discussion of some of its history and symbolism, and she subsequently discussed a possible application for a grant to cover the expense of hiring an “expert” to prepare an application for obtaining a listing on the National Register of Historic Places for the Meeting House.

The first step in this process will be to determine if USH wishes to pursue this course of action. A motion was passed naming Toni Gold, Jim Venneman and Laura Cipriano as a subcommittee of B and G charged with creating a summary of reasons for and against seeking to pursue the Register listing, obtain a grant, etc. with recommendation for or against for further consideration of the full B and G group and potential submission of a proposal to the Board and Congregation.

David Venneman Memorial Lighting Project -

Light fixtures are anticipated for delivery in early May.

Council on Community Within

May 2022

Membership:

Carolyn Carlson, who though having resigned officially as chair for the current year, has continued, unofficially, to lead efforts. At this time she is conclusively “re-resigning”, although she will brief anyone interested in undertaking membership responsibilities.

To that end, she indicated that immediately before Rev. Cummings’ administrative leave, the two of them had met and developed a plan for new person orientation (formerly Faith Forward). They believed there was not sufficient need to hold one this spring; rather, the plan was to host a “meet the minister session” on a Saturday for any new person. A 3 session orientation could be held in the fall (late September into October). Everything has been put on hold for the time being.

Carolyn has recommended Welcome Volunteers have their own chairperson and not be a part of the Membership Committee. (The Welcome Volunteers became more formally organized into a team during Brian Harvey’s term as Membership chair, and currently essentially self-managed via Sign-Up Genius scheduling plus elements of oversight by Buffie. Thus, separating this team from the larger Membership umbrella would be quite uncomplicated, in my view.)

Carolyn summarized the most important duties of a Membership Chair as follows:

1. Welcome and assist people interested in becoming members;
2. Coordinate education and programs for new members (such as Faith Forward or a more streamlined replacement);
3. Support the minister in holding New Member Ceremonies.
- (4. Coordinating the Welcome Team is an option but could also be its own function.)

This consolidation of activities could be used in soliciting a new Membership chair; it presents with less intimidation than a more full basket of duties previously undertaken by Membership... for those “extra” activities, additional volunteers might be sought for one-time engagement.

Before the end of the fiscal year Carolyn intends to ,finish some guidance for the Welcome Team and reviewing the website for currency of content on Membership. All her efforts are greatly appreciated.

Communications:

Brian Harvey has requested council and subcouncil reports for inclusion in this year's Annual Report. These are due to him by this Friday, May 6.

Adult Programs:

The Book Group will continue monthly through the summer, and begin another year in September. Saturday Sing-Alongs will likely meet in summer as well. We hope to engage some leadership to resurrect other favorite programs such as Connection Circles and Dinner & A Movie in the next program year.

Caring Network:

During Rev. Cummings' administrative leave it became necessary to investigate avenues outside USH for pastoral care. Thanks to Rob and Eve using their intersociety networks, it was revealed that the Rev. Joy Christi Przewor, assistant for pastoral care at Fern Street, was in a position to offer that service for a congregant in need. Thanks to those who helped facilitate this connection.

Social Justice Council Report

May 2, 2022

Dana Donovan chair

The social justice council held their monthly meeting on April 15th. I have attached the minutes for that meeting as a separate file in my email.

During the SJ meeting we voted to make GHIAA a separate sub-council of social justice and Judy Sullivan will be head of that sub-council.

The GNO for April was collected on March 27th with the proceeds to be given to the Chrysalis Center in Hartford. We had the pleasure of having Manny Martinez at the service where he talked about the work the center performs. I do not have a final figure for the collection but Bob Hewey mentioned that it was in excess of \$1,600.00.

The GNO for May will be donated to PFLAG Hartford. PFLAG Hartford is parents, families, friends, and allies united with LGBTQ+ people for support, education and advocacy. Judy Sullivan has been in contact with them to see if someone is willing to give a talk during service or send a video about their work. The collection will be taken on the last Sunday of May, the 29th.

On Sunday May 1st, I received an email from GHIAA announcing a training session for Racial Justice on Tuesday, May 24th, and Wednesday, May 25th, via zoom. This training is available either from 9 am to noon each day, or 6 pm to 9 pm each day. Space is limited and you have to pre-register. I have attached a copy of the flyer that provides the registration address. I will also post it at the meeting house.

On Sunday, Doris Maldonado sent an email to Rob Spector and me to inform us that she is resigning as chair of the AIM subcommittee, Accessibility and Inclusion Ministry. This is a UUA program, also known as Equal Access. Doris was very instrumental in USH obtaining one of the first designations as an AIM church by the UUA. Her hard and dedicated work will be missed. At our next social justice meeting we will consider nominations to replace Doris.

USH Social Justice Committee meeting

April 19, 2022

7:00 to 8:00 p.m.

Attendees: Dana Donovan, Chair, Judy Sullivan, Joanne Orlando, Nancy Kemmerer, Gary Bent, Louise Harmon, Diana Heymann, Sherry Manetta, Ed Savage (first half)

Not present: Mary Sherwin, Fred Louis, Rev. Terry Cummings, Richard Groothuis, Gloria Mengual, Doris Maldonado, Deborah Meny

Reminder: Our next meeting is Tuesday May 17 from 7:00 to 8:00 p.m.

Dana called the meeting to order.

Ed Savage discussed his involvement in the Upper Albany neighborhood Revitalization Zone that is led by community leaders and involves representatives from various nonprofits. Hartford has about half a dozen of these zones. Upper Albany is particularly active.

Annual report: **Annual report submissions should be made by May 6 to Brian Harvey.** Dana asks that the following individuals provide Brian with a brief report (Dana will be forwarding a request with additional information, including a link to last year's report):

- Ed Savage – Upper Albany Neighborhood Revitalization Zone
- Doris Maldonado—AIM
- Gloria Mengual—Race Matters
- Diana Heymann—Noah Webster Partnership (tutoring)
- Judy Sullivan—GHIAA
- Joanne Orlando—The Village
- Mary Sherwin—Green Sanctuary
- Louise Harmon—West End Welcome (Afghan resettlement)
- Deb Meny—Food pantries

Dana will write an overall SJ report.

GHIAA. The committee voted to formalize the USH relationship with GHIAA (Greater Hartford Interfaith Action Alliance) by **creating a Sub-council of the Social Justice Council to be chaired by July Sullivan.** Motion by Diana, seconded by Louise, unanimously approved.

The committee discussed possible ways to involve a broader cross-section of the congregation in any initiative.

A brief discussion ensued on the history of USH's relationship with GHIAA, that they are a consortium of about 50 churches and operate with a professional staff, and their operating practices (e.g., house meetings to solicit community input annually; prioritization of action items into a top five list; breakdown into committees for research and community outreach; required training to participate on

committees; relationships with Hartford decision makers, e.g., the major; etc.). Judy and Dana are on a healthcare committee.

GNOs:

Chrysalis Center is the organization that will receive the Good Neighbor Offering on Sunday April 24.

Upcoming GNOs are:

1. May—PFLAG (Parents and Families of Lesbians and Gays) —Judy is arranging
2. June—Hands on Hartford
3. July/August—Village backpacks
4. September—CIRI (we had a made a commitment to CIRI for March but asked them to delay in favor of The United American Ukrainian Relief Committee)

PFLAG and Pride Festivals: PFLAG has a broader LGBTQ+ mandate than the name would suggest. There was a brief discussion on the work PFLAG does in organizing discussion groups and activities, scholarships, conferences, e.g., on legal aspects related to healthcare.

There was a discussion of whether and how USH should participate in the **West Hartford Pride Festival on June 25** [note: this is the same weekend as USH General Assembly] or any of the **other Festival events throughout the month of June**. Judy and Dana will research further and get information to the committee.

It was noted that Pride events in Hartford are in September.

GNO process for next fiscal year. Dana will send a letter to the congregation before the annual meeting to solicit suggested GNOs for next year. These will be prioritized and submitted to a vote of the congregation at the annual meeting. The SJ committee has recommended that we change the process for collections, to a process where 50% of the collections each week for a month goes to the named GNO vs. the current process of 100% of collections for only one Sunday/month. Other UU congregations that have used this approach have experienced an increase in collections for both the church and the GNO organizations.

There is a desire to focus on local organizations or the local chapters of national organizations to be sure the money is supporting the Hartford community.

GNO On-line Giving. The website has been changed to provide a link for GNO giving online. People can continue to donate to a particular GNO after the designated Sunday by clearing stating the intended recipient organization (online) or writing the recipient organization in the subject line of a check.

Budget: The committee asked that Dana continue to **push at the board level for a more specific budget for Social Justice for the upcoming fiscal year**. GHIAA annual fees alone are \$2000. There is a

Social Justice reserve amount in the Schwab account, but it has been depleted each year for ongoing operations and may be only a few thousand dollars at best. The reserve should be held as a reserve, for a major initiative or an emergency. It was suggested that one GNO month be to raise the \$2000 dues for GHIAA.

Communications: It was suggested that we communicate the funding that was raised for each GNO. For example, USH raised \$1300 for Ukrainian relief. If it is not possible to easily get a list of past collections, we should start a process now to report monthly and maintain a list.

The USH communications committee has requested an article for the 5/17 newsletter. This is an open item as to whether we will provide an article, what it might be about, and who will write it.

Communications will be an ongoing discussion item as there was consensus that we should be communicating more to be more effective and better engage the congregation.

Dana adjourned the meeting.



GHIAA

Greater Hartford
— Interfaith —
Action Alliance

MAKING SPACE AND TAKING SPACE

RACIAL JUSTICE TRAINING

MAY 24 AND 25 via zoom

(9AM-NOON BOTH DAYS OR 6-9PM BOTH DAYS)

Join Racial Justice Facilitators and GHIAA leaders to explore a framework that will help unmask and dismantle racism wherever it appears. This training is designed for both BIPOC and white individuals looking to explore the ways our multiple identities and experiences inform how we show up in multi-racial spaces with compassion and a commitment to anti-oppression.

To register visit:

<https://www.tfaforms.com/4982829>



Sarah McKenzie <sarah.h.mckenzie@gmail.com>

Interim Stewardship Update

1 message

Joseph Rubin <joerubin@snet.net>

Mon, May 2, 2022 at 9:35 PM

To: Robert Spector <robert_spector@ctd.uscourts.gov>, Robert Hewey <boltonbob@aol.com>, Jon Covault <jncovault@hotmail.com>, Eve Pech <elpech@sbcglobal.net>, Sarah McKenzie <sarah.h.mckenzie@gmail.com>
Cc: Brian Harvey <harvey.b@comcast.net>

Dear All,

I wanted to get you this preliminary updated data in time for tomorrow night's Board meeting. So far, with a few confusions still to sort out, it looks as if we have pledges from about 75 households totaling about \$251,500. Of course we have many folks who still haven't responded with whom we'll need to follow up, and so we might not know where we stand until the end of this month or so. It seems clear that the current uncertainty about the minister is holding some people back, and of course we continue to suffer Covid-related losses. I think that last year's total pledges were around \$290,000, but I'm not sure that's right.

I will continue to keep you updated.

Some things to keep in mind as we proceed with a new bookkeeper:

Brian Harvey may be able to help with the transition. It would be great if we could recreate some of the analysis and forecasting Brian Mullen always provided in the past. I can provide what he used to do to Brian Harvey or someone else who can make use of it. Also, we have folks who want to give by credit card or by automatic withdrawals or by giving stock. Brian Mullen always handled all of that, For folks using the new Vanco portal (for credit cards and bank withdrawals only), we're fine, but for others, it's imperative that either our new bookkeeper or someone else take charge of this. I have the requests from people for these methods of payment, but have no one to handle them yet. Also, the bookkeeper (or someone else) should keep the pledge cards and email pledges now in my possession.

Thanks, everyone, for working through everything that's going on!

Joe