

UNITARIAN SOCIETY OF HARTFORD
Board of Directors Meeting
Date: 10/7/14

Members Participating: Martha Bradley, John Clapp, Tina Davies, Virginia de Lima, Patrice Fitzgerald, Bill LaPorte-Bryan, Rev. Cathy Rion Starr, Rev. Heather Rion Starr, Louise Schmoll, Mike Winterfield

Others Participating: Brian Mullen, Edith Savage, Mary-Anne Mulholland

Members Absent:

Call to Order: Meeting was called to order at 7:02 p.m.

Subject	Discussion	Action Required/Responsible
Opening Words	Rev. Heather opened with a poem about Heublein Tower	
Public Comments	Mary-Anne, representing the Music Committee: In light of the resignation of Gretchen Saathoff, the Music Committee can assist with replacement. We are invested in keeping the choir going, and are ready willing and able to take this task on. Will coordinate and contact people, take things off the shoulders of the Board. Mary-Anne available for the executive session. Edith: "My heart is with you."	
Use of Meeting House	<p>Brian's current role regarding rental of Meeting House: Follows process, from inquiry to looking at space—following up with calendar and people; one-page application for ALL; collecting money and equipment, etc., coordinating getting in and out. Currently no evening attendant (formerly had a flexible schedule), occasionally done by Brian or Performing Arts folks, or committees. Issue is with non-USH folks. Several long-term rentals—AA, Gay Men's Chorus, Church of the Divine Light. Pricing hasn't been adjusted recently. What is income-generating potential? No evaluation of costs of use of space—carpet cleaning, heating zones, etc. Wear and tear, clean up. Who's going to complete the process? How would it be advertised?</p> <p>Tina: Have we estimated level of demand from non-USH people. Brian: Not much because not proactive. Recitals for Hartt students. Mike: We should talk about what makes sense. Different types of programs charge or don't charge. Develop guidelines. Patrice: Study before getting more proactive. Return on investment a question. This affects profile in community. Louise: Two distinct groups of potential renters: regular and one-time, the latter need more of our time and security. Would affect fees. Virginia: Fees the same for USH and for outside folks. Bill: Heather, Cathy, and John working on what's to be done in light of reduction in hours for Brian. Heather: Now focusing on asking congregation to volunteer on Monday and Friday for office presence. Doesn't make sense to hire until we understand the needs. Potential of flexible person to coordinate and oversee. John: Doesn't propose raising rates, but rather network for them and request voluntary giving. Louise: Okay with Monday closure, Fridays should be focus. Put space availability on website. Bill: Is Meeting House a community asset; how do we treat this. Future board questions. Brian willing to come in when needed.</p>	
Minutes	September, 2014 Board minutes circulated.	Approved.
Securing Meeting House	<p>From B&G -- raise awareness about building security. Staff to check more thoroughly. Heather: Staff needs to be comfortable being responsible. Patrice: Similar policy had been in effect. Tina: First time it's been mentioned, not comfortable voting on something without discussion; compare to published procedure. Defer official action. John: It's just a checklist. Louise: Never should be just one person.</p>	Board approval not needed. Tabled.

Nov. Board Meeting, Next "Under the Stairs"	Next Board Meeting to be held on Nov. 4 th . Patrice and Martha and John plan to be available for the October 26 th "Under the Stairs" discussions.	
Ministers' Report	<p>Bill expressed thanks to Rev. Cathy about Memorial Service and Sunday service. Thanks to choir for performing and finding creative ways out of difficulty of the sudden resignation.</p> <p>Heather: 1) We are seeking office volunteers; none as yet. 2) Chrystal will be supervised by Janice and David Newton. Need to match reality to printed documents. 3) Installation date: 4/19/15, Sunday afternoon and evening. 4) Ministerial Start-up Workshop (11/2/14).</p> <p>Noticings sections: Per Sue Phillips of UUA, there's a system of checks and balances at USH that can be mutually immobilizing. How do we create opportunity for energy to flow freely?</p> <p>Patrice: Some groups/members protective because of previous perceived hurts; sometimes there seems to be volunteer burnout.</p> <p>Bill: Such situations can be difficult, particularly when you are a newcomer.</p> <p>Mike: Aware of problem. Social justice advocacy creates a lot of tension.</p> <p>Louise: Two things—for members, they may know the process, whereas newcomers don't know who to go to or how things are typically done.</p> <p>Ombudsmen process—right relations may be dealing with this.</p> <p>Fourth Sunday under the stairs discussions. We'll look into any ideas.</p> <p>Cathy: Glad it's resonating with the Board.</p> <p>Bill: Rev. Dave did a sermon about the problem of newcomers encountering an established system. Important to consider.</p> <p>Cathy: "Noticings" are things that don't have easy answers.</p>	
Healthy Relations	<p>Martha: There will be a meeting Thursday night, following up on last meeting. Keith Kron will be here on March 1, and will be doing a sermon. Hope to contact Doug Zelinsky for work including other churches. Want to connect with RE especially around bullying (prevention). Maybe an intergenerational service, or workshop with youth. Series of articles in enews. Lots under consideration. Want to get this into consciousness of congregation. Part of UU, USH, and You discussion. Working through a checklist.</p> <p>Bill: Originally talked about a Healthy Relations committee. Is your group available?</p> <p>Martha: Working to identify those who are willing and qualified to work with people. Also want to be aware of on-going issues that may cause conflict.</p>	
Festival of the Season	<p>Tina: AJ can't do it. Patrice agreed to take on the lead (had done it before).</p> <p>Tina feels as though she is mushroom in the basement.</p> <p>Bill: Loves FOS. Dreams of turning it into true community event.</p>	
Board Business Workshop	<p>Mike: Doug Z. did good job leading the workshop, emphasized big business, high level, providing vision. If board isn't visioning, there is no vision.</p> <p>John: It was mostly about the people; board business=setting policy and finances. Though consent agenda good thing.</p> <p>Virginia: The Board holds the dark aspects of the congregation; Board must support decisions as a whole, even if individuals did not vote in favor; Board deals only with issues that include the entire congregation, let committees handle things related to their purview; don't let committees turn to you for answers</p> <p>Cathy: There are still open questions. Suggests "Governance and Ministry," by Dan Hotchkiss. Perhaps we should all read this book.</p> <p>Bill: Ministerial Start-up Workshop: Is that a good time to discuss vision?</p> <p>Cathy: It will include more focus on the HOW, not the specifics.</p> <p>Brian Harvey has a great handout on visions of committees.</p> <p>Edith: At the end of the year, committees do self-evaluation.</p> <p>Cathy: Long-term move to having "terms" with folks rotating in and out. Stagnant positions make it harder to have healthy flow.</p>	

Comments from Board

Martha: Rayla requested to have folks volunteer to talk with new families so that Rayla gets their information.

Louise: Auction needs all of your help.

Patrice: 1) for next board meeting, request update from communications folks; 2) consider inclusion of "The Principles" as part of installation.

Mike: Three consecutive days of climate change events. Sat. morning here-information, Sunday at Temple on Farmington Ave about story telling;

Monday at St Joseph's. Faith-based story telling.

Martha: Upcoming workshop—Cultivating systemic change in your congregation, \$130 for team of 3-5 people, Nov 1.

Tina: How ideas can come up; inability to accommodate them. Great idea but how can we do it with limited resources. May want to shepherd—is idea person available to take it on.

John: Auction, wine will be available, we need to take responsibility for making sure folks are safe.

Meeting adjourned 8:35 and the Board went into Executive Session
Respectfully submitted by Virginia de Lima, Acting Secretary
Edited by Patrice Fitzgerald, Secretary