

First Unitarian Society Board of Trustees Minutes

Date and Time: December 19, 2018 6:30 – 8:30 pm

Location: Gabler Living Room

Attendees:

Trustees:

- Joe Kremer, President (Governance Committee)
- Terri Pepper, President-Elect
- Dorit Bergen
- Mike Lienau
- John McGevena
- March Schweitzer (Finance Committee)

Youth Advisors:

- Jenna Grade

Clergy and Staff:

- Doug Wadkins, Interim Minister
- Kelly Crocker, Minister of Congregational Life
- Leslie Ross, Director of Children's Religious Education

Guests:

- Alan Knox

Absent:

- Sarah Bennett, Youth Advisor
 - Megan James, Secretary (Personnel Committee)
-

Materials:

- Agenda
 - Strategic Plan 2018-2019 (Updated)
 - November minutes (not yet available due to email issue)
-

Current Vision of Ministry

- Within us, enhance opportunities for spiritual, intellectual, and personal growth
 - Among us, nurture members in all stages of life and commit to build deeper connections
 - Beyond us, embody our UU principles in the larger community as we engage in outreach, service, advocacy, and activism
-

Opening Reading

Reading on theme of holiday traditions & tasks from *A Year of Spiritual Companionship*, by Anne Kerz Kernion, courtesy of John

Check-in

Last Meeting's Minutes

n/a

Terri recording minutes in Megan's absence

Committee Updates

Governance Committee (Joe)

- **Update on Dan Hotchkiss and focus areas for governance (Doug)**
 - The committee met (yay!) with Doug, Joe, and Olivia Mote in attendance. 2 additional members couldn't make it.
 - Rob Savage has agreed to chair.
 - Marilyn Krichko and Brian Leininger will continue through June.
 - Discussed next steps: training the board on governance in February - a couple hours long session, prefacing visit in March from Dan Hotchkiss; also future training for staff & information for the congregation.
 - Consider policy changes, knowing that input from new settled minister will be important also. Not major changes, but nuance of the way the model works here. List of areas to explore with the new minister.
 - Training can address how we're doing now - identify places where we're not working within the model's intent.
 - Looking at changing the model would happen at a later date. E.g., examining Senior Minister/CEO model as a potential area of major change. Is this conversation beyond the scope of Governance Committee?

Action item: Board members should review the second edition of Dan Hotchkiss' book "Governance and Ministry: Rethinking Board Leadership" before the February 6 governance training

Staff Updates

Update on YWCA follow-up (Kelly)

- Follow up conversation with Libby on process to form change team (application process, nominating others) - info in setting up your change team packet.
- She and Gery noticed conflict between members of equity team, staff/board. Suggests doing work around direct communication & how conflict is dealt with at FUS. What are our habitual patterns? Examine this first.
- [Doug] Some of this work happens as a part of the interim process. Could potentially be a major focus.
- What other resources are there? Kathy Germann worked with the senior staff team at the time Karen was brought on. She knows the organization and specializes in conflict management. Will put together a plan to move forward in January.

Strategic plan update (Kelly/Doug)

- Updates are in red in document shared with board.
- Still waiting on updates from a few staff members.
- Very present in people's minds. Thinking of strategic plan in a different way. People are adding things.
- [Terri] Suggests review of this document as a vehicle for communication between board and staff on direction and priorities.
- Discussion of length, format, and purpose of strategic plan documents.
- Kelly/Doug will share a more concise update at a future board meeting.

Interim update (Doug)

- Continuing to work on five tasks of interim ministry Heritage, Connection to greater UU world, health of organizational structures,
- December - Heritage - getting to know the congregation
- Focus for January - hospitality/generosity - reflect back how we have described ourselves
- Visit from Dan in March, open question - how to start this process

Budget forum

- Kelly and Doug are building the budget in January in Monica's absence - will present scenarios in February—i.e., impact of different pledging levels, implications of current giving patterns.
 - In past budget cycle not everyone knew that eliminating the membership director role was on the table

Undesignated bequest

- FUS received an undesignated bequest of approximately \$60,000
- Most current policy found in records provides a suggestion where to designate, but also leaves opportunity for the Board of Trustees to allocate differently if needed
- Joe requested time to examine policy and financial needs and will make suggestion at next Board meeting b/c coincidentally have a \$140,000 need due to leaking flat roof (not on Landmark) that requires repair before solar can be installed
 - Solar financing can cover 50% of the cost, leaving \$70,000 remaining
 - \$60,000 could be covered by bequest
 - Remaining \$10,000 may be allocated from Stonehauleders' fund with vote of parish, need to discuss with FUS Foundation

See appendix/below for current policy on undesignated bequests

Closing Reading

Prayers for Hope and Comfort - Maggie Oman Shannon

Appendix:

Revised Policy on Undesignated Bequests

Affirmed by the Board 1/19/11 as revised.

Revised policy

The Trustees shall allocate a third of any undesignated bequests to debt repayment, a third to emerging capital expenses, and the other third to the FUS Foundation. This policy is advisory to the Board; particular gifts may be allocated differently as circumstances require.