

# First Unitarian Society Board of Trustees Minutes

Date and Time: March 20, 2019 6:30 – 8:30 pm

Location: Courtyard A/B

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## **Attendees:**

### Trustees:

- Joe Kremer, President (Governance Committee)
- Terri Pepper, President-Elect
- Megan James, Secretary (Personnel Committee)
- Dorit Bergen (At 7:41pm)
- Mike Lienau
- John McGevna
- March Schweitzer (Finance Committee)

### Youth Advisors:

- Sarah Bennett

### Clergy and Staff:

- Monica Nolan, Executive Director
- Doug Wadkins, Interim Minister
- Kelly Crocker, Minister of Congregational Life

### Guests:

- Carin Bringelson, Student Minister
- Connie Beam, FUS Foundation Board President
- Lorna Aaronson, Transition Team

### Absent:

- Jenna Grade [Youth Advisors]
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## Materials:

- Board Agenda
  - Staff Updates
  - 2019 Report to FUS Board from FUS Foundation
  - FUS Foundation PAYOUT PROPSL DEC 2018
  - FUS Foundation PAYOUT SCHED DEC 2018
  - Interim Minister Report
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## Current Vision of Ministry – We will...

- 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
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## Opening Reading

Read by John

## Board Covenant Review and Discussion

- **Foster a spirit of patience and courage.** We will do this by:
  - Acknowledging that we each bring unique skills and styles to the work of the Board,
  - Being willing to disagree with respect.

## FUS Foundation Report by Connie Beam, FUS Foundation Board President

- Fiscal Year 2018 (ending June 2018)
  - Return on investment of about 8.6% on all of our funds
  - Contributed \$130,730
- YTD for 2019 Fiscal Year
  - Projected payout of \$135,400
  - \$2615 that was a carry forward from the Wartmann Fund
  - \$13,000 from society fund to the solar project
- UU Alliance Fund \$18,948 is still available for a new group with a similar purpose
  - If not repurposed within 10 years, it will then become a permanent fund at the foundation
- In the coming year, there is a plan to Dennis Birke to start working with Monica and FUS Volunteers to start a new ministry group to promote planned giving.
- Fiscal Year 2020
  - Projects 5% of the average market value for distribution funds
  - Review of the FUS Foundation PAYOUT PROPSL DEC 2018 document
  - Review of the FUS Foundation PAYOUT SCHED DEC 2018 document

## Committee Updates:

- Nominations Committee
  - In the process of searching for 3 board seats, have two possibly interested
  - Otherwise the rest of the committees are staffed
- Governance Committee
  - Document from Rob will be sent out regarding bylaw changes so we can vote in the June Parish meeting
  - Will email it and we will discuss on it in April meeting
- Finance Committee
  - No updates
- Personnel Committee
  - Will need a new board rep to replace Megan
  - Discussed:
    - Staff morale and profession development
    - How to change the culture here
    - Will help with employee agreements and working with staff that provides a robust overview of compensation
    - UUA Guidelines on compensation

## Staff Update Review

- Weekend of Promise is the first weekend of March and it is easy to track, but it is hard to track what happens before that
- Need to reconsider the Pledge recognition event timing to better track pledges and donors
- Can look at changing up the chart that is given on how much to increase your pledge, but maybe reword it and make it less about the numbers and more of how you can increase your pledge and what it goes towards
- Would be a good idea to give members a chart that show of how much programs costs?
  - People generally give to the mission and not programs
- Survey on staff – 13 completed
  - 12 full time, 5 part time = 17
    - Did not include Doug and Kelly, and one person was out of town
    - This means that there was only 1 person that did not complete it
- Because of you Celebration volunteer sign-up to help at the event

### **Interim Process**

- 3 Year Interim Process Document
  - Continuously changing as we move forward
  - Meant to describe what happens once the search begins
  - We should get dates on there so it will show people that things are coming up, at least all the items under the Spring 2019 since we are in spring now
- Forum on Interim Work
  - Do we want to have a forum with the members in the next few weeks about the interim processes?
  - We should do this as soon as reasonably possible based on feedback from the congregation
    - Should we be tabling?
    - Set up a series of listening sessions?
- Lorna (Transition Team)
  - Once they have an email setup they will send a message to the non-journey small group coordinators and ask them to forward it onto the facilitators of the small groups seeking an invitation to come speak to the group and collect questions regarding the transition process
  - Will be creating an informational website
  - Will be providing articles to help answer questions
- Important Questions that we are getting asked and we need to address immediately
  - When do we start the search?
  - When are we going to “call” the new minister?
  - When and how is my voice going to be heard?
  - What are the milestones?
- Next Steps:
  - Board Members will run forums after Sunday services next Sunday through June 9<sup>th</sup>
  - Lorna will put together a FAQ document
  - March and Dorit will compile a Q&A document with answers to the FAQ so that the Board are providing consistent answers at the weekly meetings
  - Will announce in the Red Flores starting 3/23
  - Timeline: Terri and Doug will complete and provide to the Parish

### **Closed Session Discussion**

**Closing Reading:** By John