

First Unitarian Society Board of Trustees Agenda

Date and Time: September 18, 2019 6:30 – 8:30 pm

Location: FUS, Gaebler Living Room

Attendees:

Clergy and Staff:

- Doug Wadkins
- Kelly Crocker
- Monica Nolan
- Carin Bringelson

Trustees:

- Terri Pepper, President (Governance Committee)
- John McGevna, Secretary
- Dorit Bergen
- Thomas Dulmage (Personnel Committee)
- Mike Lienau
- Rebecca Paradiso de Sayu
- Creal Zearing (Finance Committee)

Youth Advisors:

- TBD

Guests:

- Alan Knox

Materials:

- Agenda; August minutes; board covenant; strategic planning documents; Committee, Staff and Task Force reports

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.

AGENDA OVERVIEW

- We did introductions and Terri did a review of the upcoming agenda for this month's meeting. Members of the Board checked in and related their first experiences with FUS.

CONSENT AGENDA

- Monica provided a quick pledge update to the board. We may not meet our pledge expectations for the fiscal year in the amount of 155k. The sense of the board is to direct the staff and Finance committee to explore all options other than cutting staff for the 2019 - 2020 program year. Full staffing is essential to operating under our governance model. FUS is in a transition year critical to our future. Next steps will include a focus on targeted communication to still involved members who have not yet pledged prior to message to all membership. Messaging will include sustainer pledging and pledge increases as well as direct language about potential impact to programming and the proportion of membership that has not yet pledged. The board asks Monica, Doug, and Kelly to convey the sense of the board's deliberation of the projected budget shortfall to the staff in the spirit of transparency.

PARISH MEETING

The Board discussed the upcoming Parish meeting on September 29th. The open question has yet to be finalized at this time. Members of the Board will conduct small group meeting to discuss the open question and receive feedback from members of the congregation. The Parish meeting will also vote on the youth advisors to the Board, Sonia Grade and Elinor Hill-Gorman.

FUS GOVERNANCE WORKSHOP

The Board discussed the upcoming weekend retreat with Dan Hotchkiss to discuss governance and ministry. A discussion of our **Strategic Plan**-Visions of Ministry was undertaken and the general consensus was that as currently designed it was not very helpful.

At the conclusion of the meeting, the Board conducted an Execution Session for Board members.