

First Unitarian Society Board of Trustees Minutes

Date and Time: January 16, 2019 6:30 – 8:30 pm

Location: Gabler Living Room

Attendees:

Trustees:

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

Youth Advisors:

- Jenna Grade
- Sarah Bennett

Clergy and Staff:

- Doug Wadkins, Interim Minister
- Kelly Crocker, Minister of Congregational Life

Guests:

Absent:

- Monica Nolan, Executive Director
-

Materials:

- Board Agenda, Minutes from November 14, 2018 Board meeting, Minutes from December 19, 2018 Board meeting, Revised gift policy as Approved 01 19 11, Attestation of Current Holders of Authorized Titles to Conduct Business.
-

Current Vision of Ministry – We will...

- Increase opportunities for exposure to the rich diversity of human experiences, beliefs, and identities within our FUS community and in the larger world.
 - Build and nurture deeper connections among our members in all our work.
 - Live our UU principles within our larger community.
-

Opening Reading

By March

Board Minutes from December's Meeting

Minutes Approved

Review of Board Covenant

- Serve our role to the best of our ability. We will do this by:
 - Remembering that we are working to fulfill the mission, not our personal desires,
 - Maintaining focus on the priorities and goals of the Board,
 - Working only on issues that belong to the Board,
 - Pushing the bounds of creativity,
 - Being familiar with the church's bylaws, policies, traditions, and finances.

Next Review in March

Committee Updates

- Nominations Committee
 - The Parish will be voting on new members on that on February 3rd
 - Actively looking for people who would be good on the committee
 - The number one criteria is the ability to make the meetings
 - Must also be networked enough within the community to bring people of which to nominate
 - If you know if of someone, let Rob or Joe know before February 3rd, need to get these in place so they can move on getting all the vacancies coming up on June filled.
 - Currently they have 4 vacancies.
 - Governance committee
 - Rob Savage has stepped into as chair
 - Brought in Lorna and Brian Helmer and started working on training materials
 - The training should be a historical look at what type of governance model we have
 - They want to have a case study example of what our policy governance policy is
 - Brian Helmer agreed to join the Governance Committee
 - Meeting on January 30th to review it before February 6th Parish meeting

Document Update

It was brought to our attention that the document that states who can do conduct business on behalf of FUS. Our current one has Michael's name on it.

- Revision of the document will have the titles and signed by individuals currently holding those position.
- Should not need to be changed unless there is a change in titles.
- Does this go into our bylaws? It is in our policy manual? Ask Florence where she found it, and then determine if we need to move it elsewhere.
 - Dorit moves to approve the revised document, Mike seconds it – passes unanimously
 - Scan it and put it in the Dropbox

Solar Roof

- Almost close to figuring out the financing
- Recap: the roof that we are planning to put the solar panels on is fine now, however since we are putting solar on is necessitating the fact that we fix it now
- Because we solar is necessitating that we replace the roof it enables us to use the solar financing model for half of the cost of the roof (\$140,000 full cost, \$70,000 can use solar financing)
- Donation from Lee Weiss as undesignated – the board can designate where these funds can be used
 - Joe proposes to use the donation of \$58,757.15 towards the cost of the roof
 - John motions to use the entire donation by Lee Wiess to pay for the roof replacement under the solar roof – seconded by Megan
 - Passes unanimously
 - Joe has been talking to Connie at the foundation, it was discussed that it may be possible to tap into the Stonehauler’s fund – which we can with the Parish vote
 - However after reviewing the policy, it is really for unusual circumstances or emergencies, not sure if this comes to that
 - Will now make a request to the foundation to pay the gap of a little over \$10,000

Parish Meeting

- Nomination of committee members
- Update on the roof by Dave Weber
- Finance report
 - It is suggested that we stop using the term “Annual Campaign”, use “Stewardship Program” or a variation of that – turning the mindset that the program runs all year round and not just annually in the spring
 - The primary priority is to try to make this campaign and budget more transparent, how the process works
 - Taking steps to move the congregation culture where talking about stewardship is normal
 - The budget to reflect greater support the staff better with not only compensation but also professional development
 - There are places that we need to work in terms of our ability to sit with each other in difficult conversations and not rush – we are doing a lot of work around equity; we are trying to understand our connection to the larger community; and so we really want the budget to reflect some of the ways we can help with the deeper connection
 - Culture Shift – we want to help the congregation be clearer about the complicated issues around the physical plant of this space; it’s legacy both what it gives to us as a gift but also that more of the congregation is conversant about the realities of it and the effects it has on the budget and resources; so we make more intentional choices
 - Compared our staff salary lines versus fair compensation lines

- There were five positions that had the biggest difference and to get those five to where the UUA says they should be (mid-point) is \$86,000
- Often times when we are budgeting we like to do a 2% cost of living increase for staff, which is \$17,000
- Part of the governance training for the parish, include how to submit a request for funds through their staff person to be included in the budget request

Doug: Update on Interim Period and Decision

- We will make a decision tonight and announce it at the Parish Meeting on February 3rd if we are going to move forward with a two year interim period or extend it to a three year interim period
 - If we move forward with a two year interim then by the end of February we need to start the search committee
- In a larger congregation generally what you understand about the change process
 - In a larger congregation of 500 or above – tends to have around 75 people that are the core holders of primary information, does the majority of the work – staff and lay persons
 - About 150 people – a group that wants to vaguely more in the know – they will not show up at every meeting or research; curious about it
 - The 75 gains the strongest sense of what needs to happen and why and they pass it along to the 150
- Information presented:

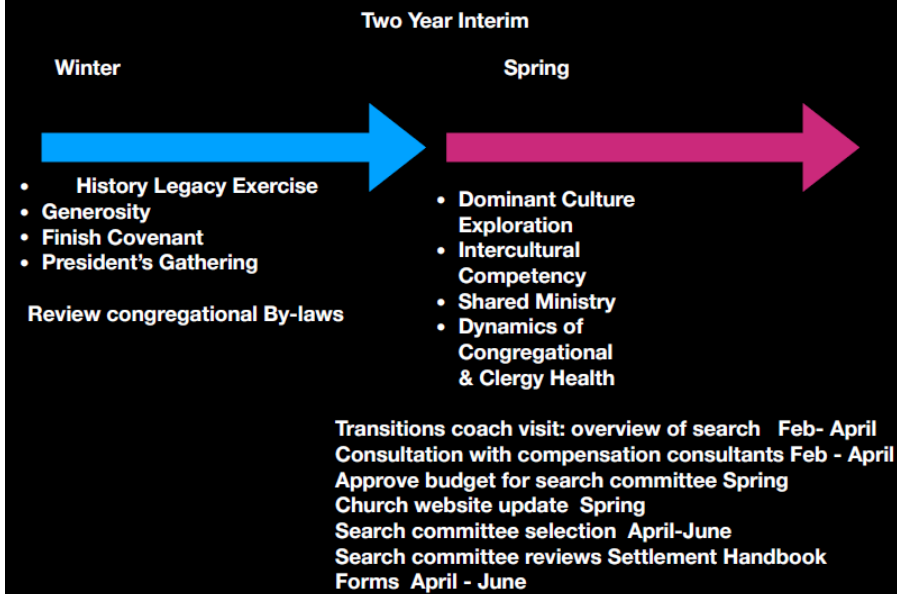
Major Transition Cultural Shifts

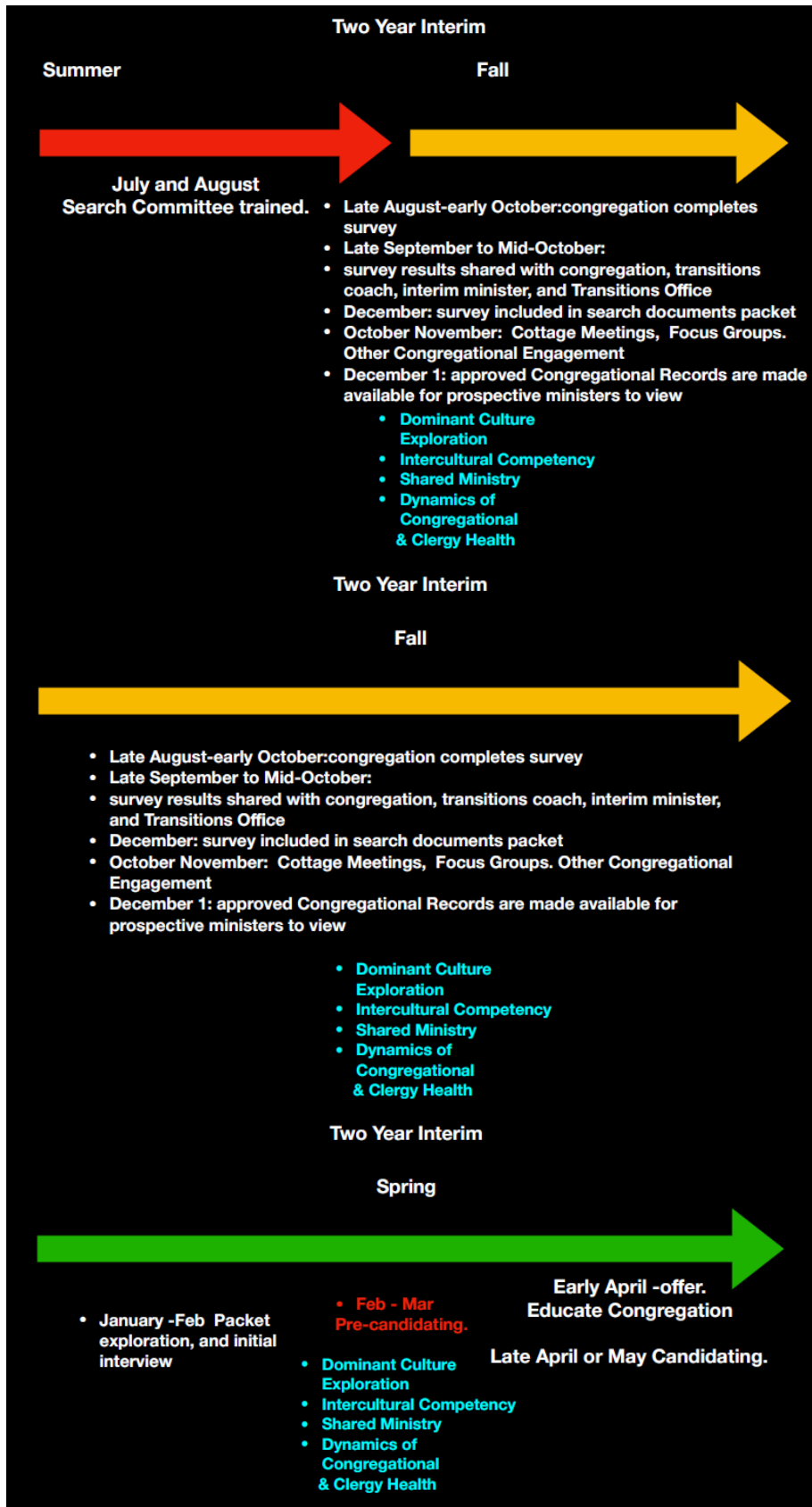
- Work with the congregation on exploring how power and authority are shared and managed in a larger congregation.
- Identify qualities and values that should be reflected in clergy team.
- Identify the major skills, qualities and vision for new clergy team.

Major Interim Cultural Shift

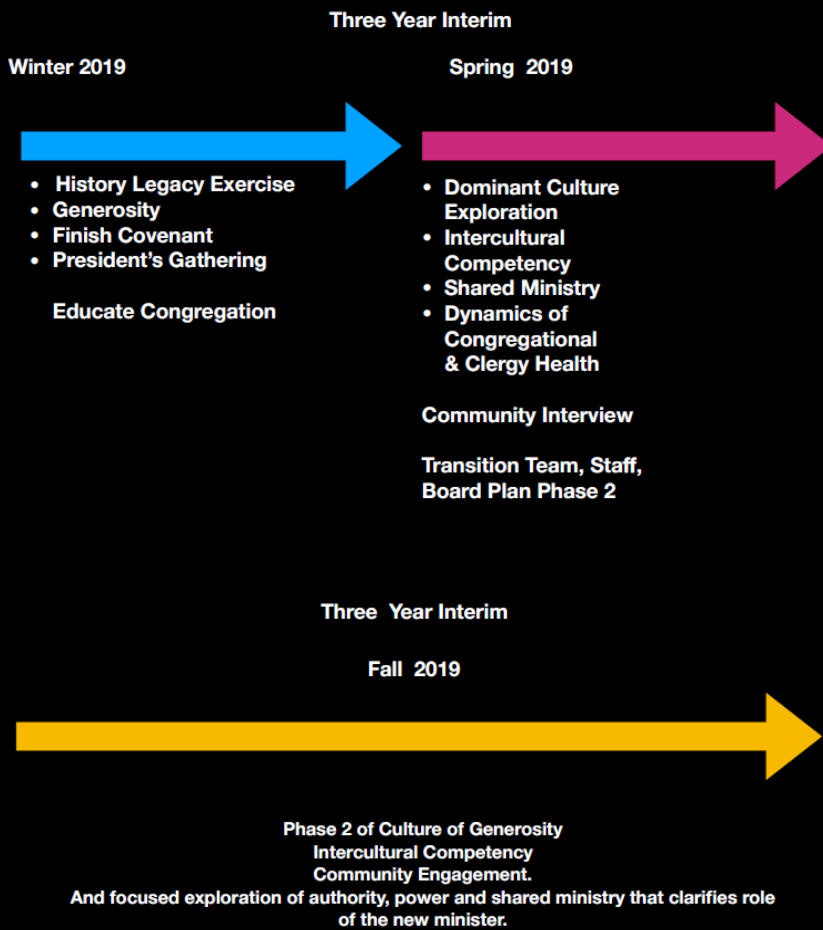
- Work with congregation on shift from scarcity orientation to one of empowerment, possibility and generosity.
- Explore with greater transparency and intention the values, mission and responsibilities of the current physical space of FUS.
- Shift the congregation to a higher percentage of engaged ministers and fewer consumers.

Primarily the big question is not the breadth of what can be done but the depth of change possible in these two crucial areas.






- Candidacy and impact on positions.
- Ministers' Covenant
- Praxis and revision of clergy team
- Unusual Budget Cycle
- Really Very Few Weeks to Even Address Changes



Three Year Interim

Spring



Appreciative Inquiry

Transitions coach visit: overview of search Feb- April
 Consultation with compensation consultants Feb - April
 Approve budget for search committee Spring
 Church website update Spring
 Search committee selection April-June
 Search committee reviews Settlement Handbook
 Forms April - June

- Time for the congregation, staff and clergy to better understand the sort of ministry that will serve them best.
- Time to further explore the dynamics of FUS financial health and strategize, perhaps with assistance of consultant.
- Work on staff cohesion, morale, structure and sustainability

- Congregations that took three years tend to have better success at getting a longevity versus two years
- Vote – Mike moves to consider extend the interim period three years
 - Dorit – amends it to extend it to the 3 years, Mike agrees
 - John seconds it
 - Passed unanimously

Closing Reading
 By March