

Board of Trustees Meeting Minutes

December 27, 2012

First Unitarian Society of Minneapolis

Room: Frank Lloyd Wright Room Dinner by Barb Watts, 6:00 meeting at 6:30

Present: Martha Hardesty, MaryAnn Lundquist, Mike Iles, Rev Pam Allen-Thompson, Scott Eller, Jim Leighton Polly Peterson. Absent : Heather Morse, Madalyn Cioci,

I. Check-in

Additions/Changes/Corrections to tonight's agenda

Announcements/Appreciations

II. Consent Agenda Items

Approve minutes of November Board meeting

III. Reports/Discussion

November Financials – MaryAnn

Pledge revenue YTD actual and budget are down by \$10,000 in Nov. The best estimate is that December will be down \$5000. That is better than was thought it was going to be. It is possible that a stock contribution could come in in the next few days.

The Finance Committee decided that this is a transitional year and that making cuts this year is not a good idea. We should spend prudently, but it is best if we come up short this year, we should take it out of board reserves. It is normal to lose some members during a transition year.

The committee assumed that there would be \$3000 that could go to the board reserve from the service auction fund but much of it has been spoken for between the railings and the service auction.

Mary Ann has not yet sent out the letters to committee chairs to ask for a report on their expenses.

There will need to be one more work day to get the rails in.

Minister's Report

People appreciated Pam's written report. The pew conversation had a lot of energy behind it. It would be good to look at how when and where the conversation can be continued.

List serve – The discussion about spirituality will likely end up on the board's table. Pam read from the original brochure for FUS that was inclusive rather than exclusive. It is natural for any congregation to hope it will resolve itself on its own but it is easier to have this discussion in a year of transition.

Pam is aware of some people who are active who have said that sometimes it is hard to stay here because they cannot be themselves fully here. People come to a religious institution for any number of reasons and beliefs are not always the most important. Sometimes they come because they have found that their values match here, not because of its humanist stance. Grownups can come to an accommodation with language. Older people are often leaving a previous church experience that no longer fits for them but the younger people often were unchurched before they came here. We need inclusivity in order to bring in new members.

Membership Report

We appreciated the biographies being included in the membership report. When she has pictures we will pass them along. Polly reminded that we used to post pictures of new members on the bulletin board. There was concern that the membership numbers were so different from the ones we used in the search process. Is purging

non-pledging members part of Laney's job? We also discussed what level of contribution is enough to meet membership expectations. Also, you are not a member if you are a friend or an RE affiliate. We need to have a conversation about how we approach these categories. The bylaws define both these categories. We should put in writing what the benefits as well as the expectations of membership. We need an honest count to turn in to the UUA in January. We need to get some accuracy of definitions regarding memberships and contribution of record. We need to create a policy on this.

IV. Board Business

Clarity of Purpose -Except for expanding "FUS" to "the First Unitarian Society of Minneapolis" the board moved, seconded and adopted the statement. Martha suggested creating bookmarks with the clarity of purpose statement.

Financial audit - The board moved, seconded and passed a motion to accept the Audit report and pledges to develop by the next meeting policies to support the recommendations of the Audit report.

Robert Tapp Humanist Fund purpose – The board adopted the following definition: "To assist members of FUS as designated by the board of directors to attend the Humanist Institute." Funds will go in to the fund by donation and out by the board of directors designating a recipient to attend the Humanist Institute, making the board responsible for administering the fund.

Minister Housing Allowance - The board moved, seconded and passed a resolution to split Rev Pam's salary into \$54,667 for salary and \$21,333 for housing.

Task List Review

Mid-year report from committees – has not happened

Service Auction – RFP will be in the flash tomorrow (12/29)

Building & Grounds – Spoke to Gilbert who gave them a refund on some of the work we had paid for that failed.

B&G Committee met, not much happened but progress is being made by Dan Hunt on the doors and the baffle guard. Will did not get the notice to the meeting so was not there. He will be at the Jan 10 mtg. They will discuss the budget and the stage wiring project and the wall project.

Polly gave a definition of the Bob Tapp Fund

Member Concerns A member was concerned that the sculpture in the entry may be scaring potential new members away.

VI. Thinking Ahead

January – Service Auction Proposal selection

Governance and Ministry – meeting 1/6/13 and 1/26/13

Annual meeting planning

Next "Confluence" edition

VII. Meeting Wrap-Up

Meeting Evaluation

VIII. Executive Session

Reports and Materials: November Financials, November Board Minutes, membership report, minister's report, clarity of purpose emails, ministerial search committee report