

# First Unitarian Society of Minneapolis Board of Trustees

## Meeting Minutes

March 25, 2015

### I. Call to order

Mike Illes called to order the regular meeting of the First Unitarian Society of Minneapolis Board of Trustees at 6:30 p.m. on March 25, 2015 in the Frank Lloyd Wright Room.

### II. Roll call

The following persons were present: Mike Illes (chair), Martha Hardesty (vice chair), Allan Callander (treasurer), Sue Tincer (secretary), Madalyn Cioci, Joyce Riedesel, Nick Rowse, Rev. David Breeden, Jim Foti (assistant minister) and Sam Murphy (Foundation president).

### III. Announcements/Appreciations

Sam Murphy was appreciated for taking the time to come speak to us. Madalyn appreciated Mike and Sue for pitching in and doing things when she needed it, as per the Board covenant.

### IV. Consent agenda

Madalyn Cioci moved to approve the consent agenda, minus the third item, and Allan Callander seconded. The motion passed to approve the consent agenda, including:

- Minutes of the 2/25/15 Board of Trustees meeting.
- Recognition of new FUS members Lana Abboud, Richard Anderson, Clay Courtney, and Polly Courtney.

But not including: the Xcel Energy Wind Source collection in April. This was removed from the Consent Agenda and placed into Board business.

### V. Reports and Discussion

a) **Sam Murphy, Foundation president:** Sam ran down the different funds that the Foundation manages. He stated he wanted to open up the conversation between the Foundation and Board. He wanted to emphasize that the Foundation is an integrated auxiliary of the FUS. Allan said that the Capital Campaign Task Force and the Stewardship Task Force both recognize the need to work very collaboratively with the Foundation next year. They would like to sit down with the Foundation to plan this. Sam said very little money is given to the Foundation—about \$15,000 a year. Sam said the Foundation would consider any

requests for funding any of FUS's needs through the Unrestricted Fund, currently at \$70,000.

- b) Treasurer's Report/February Financials:** Treasurer Allan Callander reported that pledges were up last month, and we are now at \$8,000 below our pledge revenue budget for the year. Total revenue for the month was \$82,600 and expenses were \$51,600. Buildings and Grounds is about \$10,000 over budget--a major reason being that we have a second custodian, which is consequence of having an unanticipated tenant, Gaia School. This was not factored into the original budget.
- c) Stewardship/Capital Campaign:** Allan Callander said that we have heard from 157 out of 260 pledge units. Those 157 have increased their pledge commitment by over \$60,000. Stewardship estimated that our congregational support next year will be around \$520,000, a \$70,000 increase. We will use the figure \$520,000 for budgeting purposes this year. He mentioned that the phoning that stewardship has done has turned up news on members that was valuable, over and above the fundraising. Joyce reported that the Capital Campaign Task Force is waiting on some estimates from Building and Grounds. There are nine different project groups they are looking at.
- d) Minister's Report:** Minister David Breeden said that he has interviewed a number of building manager/rental coordinator candidates, made three offers, and been turned down three times. The problem is that salary/benefits are too low. One candidate came back with a counter-offer of a higher salary, at \$26/hour, as long as "rental coordinator" could be taken off the job title. He says he will get a boiler license, which could save us \$2,000/month. Allan moved that we authorize the higher wage for this candidate, with the stated provision that the higher wage starts as soon as he gets the boiler license. The motion passed. David mentioned that RE has been having some problems handling special needs kids. The situation has been helped by the fact that RE has hired a floater to assist as needed.
- e) Jim Foti's Ordination/Installation Update:** The Ordination planning is going very well. There are 240 RSVPs so far, including 72 from FUS. We are shooting for attendance of around 400. We will have a final committee meeting on April 8.
- f) Discernment Exercise:** The Board undertook a Discernment Exercise in which we reflected on our hopes and aspirations for FUS and for the Board.
- g) Oversight Policy:** We took a look at the Oversight Policy that the Governance Committee has written. There were a couple of changes that were requested. Mike

took notes and it will be presented again at a later Board meeting with the revisions.

- h) Leadership Team meeting debrief:** The leadership team meeting on Sunday went well. It was helpful for all the committees to hear the budget discussion. Everyone learned that annual reports are due on 4/30 and that we need nominations for the open spots on the Board.
- i) Annual Meeting Update:** This Sunday there will be an insert in the order of service letting people know when they need to get resolutions and nominations submitted for the annual meeting. Martha will work on the letter announcing the annual meeting, to be sent by April 15. The meeting will be Wednesday, May 13, meal at 5:30 and meeting at 7:00.

## **VI. Board Business**

- a) Member concerns:** Madalyn brought up that she thinks that our staff vacation policy needs improvement. She said that vacation time does not cost a lot, but it gives back a lot in terms of employee commitment and rejuvenation. The email from the DRE generated some concern; David said that he will emphasize to the staff that big topics should not be discussed by email.
- b) Space and Place Policy Discussion/Approval:** Mike has spoken to the members of the Building and Grounds committee who had concerns about this policy, and they are okay with it now. The Aesthetics Team will be somewhat of an experiment—if it needs tweaking, we will adjust as we try it out. Allan moved that we approve this policy as edited tonight. Mike seconded it. The motion passed.
- c) The Xcel Wind Source collection:** Building and Grounds proposed this to coincide with Earth Day in April. It was mentioned that this would be the third special collection in April, so that offering revenue would be down substantially. We decided to move the Xcel Wind Source collection to May. Joyce moved that there would be a special collection for Meadville-Lombard on April 12 and a special collection for Xcel Wind Source on May 3 and Martha seconded. The motion passed.
- d) Adjournment:** Mike Illes adjourned the meeting at 9:37 p.m.

## **VII. Things to know**

1. Service Auction is coming up Saturday night
2. Ordination/installation Apr 11
3. Foundation president Sam Murphy visited

4. Discernment exercise
5. Stewardship campaign went well—participation is up to 70%
6. Productive leadership meeting
7. We approved Space and Place Policy
8. Approved two special collections
9. Annual meeting is coming up May 13

**VIII. Task list**

- a) Mike will make the Board Annual report
- b) Everyone should think of nominees for the Dueltgen Award.
- c) Martha will get communications out about Annual meeting.
- d) Mike will edit the Oversight Policy.
- e) Mike will make the small adjustments to the Space and Place Policy so it can be added to the Policy Manual.

Minutes submitted by: Sue Tincher