

First Unitarian Society of Minneapolis Board of Trustees

Meeting Minutes

May 22, 2014

I. Call to order

Mike Illes called to order the regular meeting of the First Unitarian Society of Minneapolis Board of Trustees at 6:34 p.m. on May 22, 2014 in the Dietrich Room.

II. Roll call

The following persons were present: Allan Callander, Madalyn Cioci, Martha Hardesty, Mike Illes, JD Rickard, Nick Rowse, Sue Tincher, and Rev. David Breeden.

III. Consent agenda

The motion passed to approve the consent agenda: Minutes of the 4/14/14 Board of Trustees meeting and the minutes from the special board meeting held on 5/4/14. The following delegates to represent First Unitarian Society at General Assembly: Emily Lewis, Gene Martinez, Polly Peterson, Wendy Reynolds, and Bob Tapp.

IV. Discussion

- a) Treasurer's Report: Allan reported that pledge revenue is down. Expenses were higher than budgeted. We are still \$15,000 ahead of budget for the year. The Finance Committee did not meet this month.
- b) Minister's Report: There was a discussion about bringing some consistency to staff positions, in terms of whether they be salaried or hourly. There was a discussion about whether the new 10-hour youth coordinator position could be combined with the 10-hour media coordinator position, and the general feeling was positive. This will be a one-year position. David is working with Wendy Jerome on Summer Assemblies, and they going forward.
- c) Search for Tenant: We have a verbal plan to go ahead with Gaia Democratic School, a private K-12 school with 55 students. They propose to lease the Groveland level, plus the office on the second floor and one other classroom wholly, plus two other classrooms on a shared basis. Rental income would be around \$50,000/year. They would move in the last week of August. This may require a zoning variance. It would be a two-year lease. Allan also has a couple other leads.
- d) Stewardship: The Stewardship Committee met on Monday, May 19. They contacted 18-20 members who were significantly behind on their pledges. All

the members indicated that they intend to catch up by the end of the fiscal year. The Stewardship Committee will analyze pledging data by the end of May. They are also going to update the pledge form and make a couple of announcements encouraging pledging. They will be sending letters this summer to any members who did not send a pledge at all this year. There may be a Long Term Capital Needs Task Force organized to do a capital campaign or to determine how to finance our upcoming needs. The mission of the Long Term Capital Needs Task Force will be discussed in further detail at the Board Retreat on August 3. We would appoint some members, and then ask for more volunteers from the general congregation.

- e) Training of new board members: We need to get our main documents to the new board members and have a short orientation with them.
- f) Board retreat: We want to find a Saturday or Sunday in July or the first week of August to do a Board retreat.
- g) HR Review: The Staffing Task Force will commit to finding a HR consultant to come in and review our staffing policies (personnel, workers' comp, cafeteria plan, salaried/hourly FLSA considerations). We may put out a Request for Proposals.

V. New business

- a) Award Selections: Two candidates were approved for the Unsung UU Award and the Hands On Humanism Award by acclamation. The awards will tentatively be given on June 1.
- b) Determination of uses for the budget surplus: One idea is to use the budget surplus to bring in a nationally-known speaker. Another idea is to save the money to help with the loss of tenant revenue. Another idea is to fund benefits for the 20-hour combined youth/media position. Another idea is to bring the Operating Reserves up to ten percent, and put the rest in the capital campaign. The inclination of the board is to fund the benefits for the youth/media position first, then bring the Operating Reserves up to ten percent, and then put the rest in Designated Fund 50: Capital Campaign. This will be decided upon at the June meeting.
- c) Election of officers: Madalyn moved the slate of 2014-2015 Board officers: Mike-Chair; Martha-Vice-Chair; Sue-Secretary; Allan-Treasurer. JD seconded. The motion passed.
- d) Appointment of Board committees: It was suggested that we have an ongoing Governance Committee and an ongoing Stewardship Committee. This will be

re-visited in June, with further discussion of who will be on these committees and what they will do.

e) Member Concerns:

- When is the film going on the new Dietrich Room glass doors?
- Art in the gallery is sometimes blocked by easels on Sunday mornings—the Art Committee requests that easels be kept downstairs. The Board agreed that this decision lies with David.
- Someone suggested that the Foundation sculpture go downstairs because it raises a classist distinction between givers and non-givers.
- Someone was concerned that the Dietrich Room doors were installed by non-union labor, but actually they were union workers.
- Someone is concerned that the Gallery is very noisy as people are coming in on Sunday mornings.

VI. Task list

- a) David will continue to work on making staff contracts more consistent.
- b) JD and Sue will set up a Dropbox with Board documents in it.
- c) Madalyn will schedule a new board member orientation with Nick and Joyce.
- d) Sue will send out a Doodle poll to determine the best date for a Summer Board Retreat.
- e) Mike will convene the Staffing Task Force with the aim of finding a Human Resources consultant to review our staffing policies.
- f) Martha will research the Hands On Humanism honoree. Mike will research the Unsung UU honoree.
- g) David will communicate with David Burris-Brown of the Art Committee.
- h) Scott Eller will get Marcy's name fixed on the Dueltgen award.

VII. Adjournment

Mike Illesadjourned the meeting at 9:31 p.m.

Minutes submitted by: Sue Tinchler. Approved at the Board meeting on June 25, 2014.