

# First Unitarian Society of Minneapolis

## Board of Trustees Meeting Minutes

June 17, 2015

### I. Call to order

Mike Illes called to order the regular meeting of the First Unitarian Society of Minneapolis Board of Trustees at 6:31 p.m. on June 17, 2015 in the Dietrich Room.

### II. Roll call

The following persons were present: Mike Illes (chair), Allan Callander (treasurer), Sue Tinchler (secretary), Holly Anderson, Phil Duran, Scott Eller, Katrina Lassegard, Joyce Riedesel, Nick Rowse, and Rev. David Breeden.

### III. Announcements/Appreciations

The team of volunteers working this week on building maintenance for Building and Grounds Work Week were appreciated. They have been painting, gardening, and installing LED light bulbs. Joyce Riedesel was appreciated for compiling all the notes from the three Capital Campaign listening sessions. The people who have been attending the listening sessions were appreciated for coming out and sharing their good ideas. Scott Eller was appreciated for bringing ice cream tonight.

### IV. Consent agenda

Joyce Riedesel moved to approve the consent agenda, and Nick Rowse seconded. The motion passed to approve the consent agenda, including:

- Minutes of the May Board of Trustees meeting.
- Recognition of new FUS members Becca Nelson and Chad Foote.

### V. Reports and Discussion

**a) Discernment Exercise:** The Board discussed the Board Covenant. The purpose was to consider whether it still reflects our values. It was felt that every single point was valid and helpful; and that reading it in the manner that we do, going around the table, is a good practice. It was brought up that one additional point that could be added was the responsibility to offer one's opinion in meetings. It was thought that the points should be re-ordered in a more logical way. It was agreed that the Covenant fits and it is helpful to read it every meeting. Mike will bring the discussion back to the Governance Team.

**b) Minister's Report:** Rev. David Breeden reported that our current staffing model is built for growth. If that doesn't happen, then we may need to adjust staff. He

reviewed his Minister Goals for the year. One major push will be to develop Thursday programming, including brown bag lunches for seniors. He is also working on a Humanist Chalice Circle curriculum. The summer schedule is completely full. The main idea this summer is to have a much more cohesive, consistent summer Sunday experience. It was brought up that we should promote summer Sunday attendance in a pro-active way, since many members do not have the habit of attending. It was thought that a printed summer calendar would be helpful next year.

- c) **Treasurer's Report/May Financials:** Treasurer Allan Callander reported that the pledge revenue for the month is \$4,000 behind budget, and pledge revenue is \$25,000 behind for the year. Expenses for the month were at budget, and \$22,000 over budget for the year. Our year-to-date deficit is \$7500. It looks like we may run a \$10,000-20,000 deficit for the fiscal year ending June 30. Shrinkage of 5-10% (that is, the amount of pledged money that is never received) should have been factored in. The Church Windows database we have begun using this year provides very accurate metrics on pledge amounts and donations. Expenses are being controlled well through the end of the year. We may need to be more conservative in the future, and factor in shrinkage. The Finance Committee met this morning and agreed that we need to react more quickly in the future to signs of trouble. Next year, the Finance Committee will be looking more closely at the trends and bring it to the Board's attention when expenses may need to be curbed. It was discussed whether we should hold some sort of fundraiser to help reduce the deficit, perhaps a cocktail party or a GoFundMe campaign. Allan will bring these ideas to the Stewardship Committee. David said that for the first time, he had the staff prepare formal budgets for next year. In the future, he will have staff run their purchases by him. Allan said that we got bequest from Clement Engen's estate for \$92,000 and Helen Kuehn's estate for \$15,000. Allan moved that the bequests from the estates of Clement Engen and Helen Kuehn, totaling \$107,000, be transferred from Board Operating Reserves (Fund 91) to the Capital Campaign (Fund 50). Katrina seconded. The motion carried.
- d) **Listening sessions for Capital Campaign Task Force:** Joyce reported that the three sessions went extremely well.
- e) **Gaia discussion:** It was felt that we handled the whole situation well. We took the steps we needed to maintain our reputation.

## **VI. Board Business**

- a) **Member concerns:** There was one member who was upset about the Gaia situation. Mike and David both spoke to them, Mike visiting them in their home, and the member's concerns were assuaged.
- b) **Oversight Policy:** Mike presented the latest version of the Oversight Policy. The section on Grievances has been removed for further thought. Allan moved to accept the Oversight Policy. Holly seconded. The motion passed.
- c) **Financial year end:** Mike explained the need to get the books to close cleanly for Allison Stevens, the Financial Director. Allan moved that if there is a deficit, the Board approve covering it with a transfer from Board Operating Reserves at the end of this fiscal year, and if there is a surplus, that the surplus be transferred to Board Operating Reserves. Joyce seconded. The motion carried. It was requested that the Board be notified as soon as the transfer is made, as to the amount and direction.

## **VII. Thinking ahead**

- a) **Task Force proposal** – Wendy Jerome and Ruth Agar are coming in July to propose a Disruptive Persons Policy Task Force.
- b) **Board retreat** – The Board Retreat will be held on Sunday, August 2 from 1-5pm at Allan's house.
- c) **Adjournment:** Mike Illes adjourned the meeting at 8:20 p.m.

Minutes submitted by: Sue Tincher