

# ***First Unitarian Society of Minneapolis Board of Trustees***

## ***Meeting Minutes***

August 27, 2014

### **I. Call to order**

Mike Illes called to order the regular meeting of the First Unitarian Society of Minneapolis Board of Trustees at 6:33 p.m. on August 27, 2014 in the Frank Lloyd Wright Room.

### **II. Roll call**

The following persons were present: Allan Callander, Madalyn Cioci, Scott Eller, Martha Hardesty, Mike Illes, JD Rickard, Joyce Riedesel, Sue Tincher, David Breeden and Jim Foti, new FUS assistant minister

### **III. Announcements/Appreciations**

Appreciation was expressed for all those helping to prepare the building space for the Gaia School, especially Bruce Nelson, Barb Watts, Allan Callander, Jim Stroebel, Barb Lutz, Fred Olson, and Erik Asp. Appreciation was expressed for Dave and Marcy Leussler and Jean Christensen for feeding the volunteers fabulous lunches.

Appreciation was expressed for 13-year-old Leina Hunt for being a cheerful and helpful Sunday presence—for example, by greeting and counting attendance. Appreciation was expressed for Martha Hardesty, Madalyn Cioci and J.D. Rickard for getting the minister evaluation process going.

### **IV. Consent agenda**

The motion passed to approve the consent agenda, including:

- Minutes of the 7/23/14 Board of Trustees meeting.

### **V. Discussion**

- a) Treasurer's Report: Treasurer Allan Callander reported that we only have 72 pledge units turned in out of 250 pledge units. He feels the Stewardship Team will have a big task ahead of them. The Stewardship Team will be contacting everyone with a reminder to renew their pledge. The way things stand right now, we can expect only \$400,000 in pledge revenue instead of the hoped-for \$450,000.
- b) Minister's Report: Rev. David Breeden reported that planning for the year is going well. The staff is doing a common read—a book by Thomas Paine. David is working with the human resources consultant, Pat Langan; they are examining all the position descriptions and determining which positions need

to be revised. There has been a concern expressed by staff about being imposed upon by members who ask staff to do tasks for them that aren't really part of their jobs. Allan Callander and Bruce Nelson have taken on a considerable amount of the building management work as volunteers--we need to get them some relief and start talking about hiring a building manager.

- c) Assistant Minister's Report: Jim Foti has been doing a lot of listening and going to meetings. He feels that a more cohesive structure of adult programming could be helpful—he is learning about what presently exists, and figuring out how it can be better integrated and ordered. He is asking what people need—he has not heard about a lot of need so far. He met with Caring Circles—he found that this group needs more members. When he was at Unity Church-Unitarian, he set up a Rides Program and a Meal Train. He wants to expand Pastoral Care as much as he can. He will be speaking from the pulpit on three Sundays this fall.
- d) Board Retreat Follow-Up: We discussed where to go from here. The Capital Campaign Task Force should be put together soon—including two or three members of the Board and two or three other members. In recruiting members, we would explain the charge of the Board and let people apply. In order to educate people on the Board goals and building needs, we decided to schedule meetings for interested members to talk about building improvements and capital planning. We should have two sessions in September and one in October to educate people on the building goals, and get the Capital Campaign Task Force going by October. Sunday, September 14, Sunday, September 28, and the evening of Thursday, October 9 could be good possible dates. The first Sunday would be a report from the Board on the Board Strategic Goals and our vision for the future. The Capital Campaign Task Force will meet and plan this year for a capital campaign to begin in fall of 2015. They will bring a recommendation to the Board for which projects are highest priority. The Board's vision is to stay in this building and make it really work for us and for future generations.
- e) Starting this fall, Thursday nights are going to be nights with programming at FUS—you can count on showing up at 7:00 and finding something to do.
- f) Leadership Team Meeting: The Leadership Team Meetings have been missed the last couple of times they were due to come up, in the spring and in the late summer. We discussed whether they are needed. The Leadership Team Meetings were good to break up the silos and bring people into partnership. The Leadership Team Meetings were always well-attended and calendaring issues were hashed out. But, now that we have the Governance structure,

maybe we don't need them as much. Organizing the Leadership Team Meeting falls to the Board to arrange, since there is no longer a Strategic Planning Committee. We decided to schedule a Leadership Team meeting for this fall—Saturday, October 4 looks good.

- g) Minister Evaluation Process: We are waiting for the survey results to come back. JD will send out a reminder with a deadline to encourage people to get the surveys back. The results will be aggregated and recorded, and used to provide a baseline to compare future years to.
- h) Tenant Update: Allan gave us a tour of the spaces that are being renovated for Gaia. There has been a lot of painting, spackling, and window replacement. The rooms are already much improved.
- i) At 8:30 the Board went into Executive Session, which lasted till 9:20.
- j) Safe Congregations, Short-term and long-term: Madalyn has begun looking into curricula on this topic.

#### **VI. New business**

- a) Member concern: There are homeless people who loiter on the FUS grounds at night. We are replacing some of the motion-sensor lights with motion-triggered strobe lights as a deterrent.
- b) Building Use and Rental Policy: Joyce prepared a Building Use and Rental Policy, with input from Bruce Nelson, Barb Lutz and Kate Goodrich. A Building Coordinator and Event Coordinators will be key to making it work. Martha moved that we adopt the Building Use and Rental Policy. The policy was adopted.

#### **VII. Task list**

- a) Martha and Mike will hone the notes from the Board Retreat for use in the Board/Member Session on Board Vision for the Building. Martha will get the three sessions on the calendar.
- b) Madalyn will send out a save-the-date, create an agenda, and reserve a room for the Leadership Team Meeting.
- c) Madalyn and Sue will work on the Board Policy Packet to post on the website, including the newly-adopted Building Use and Rental Policy.

#### **VIII. Adjournment**

Mike Illesadjourned the meeting at 9:48 p.m.

Minutes submitted by: Sue Tincher