

**First Unitarian Society of Ithaca**  
**Board of Trustees Meeting- Minutes**  
January, 14, 2020

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President Andy Turner called the regular monthly meeting of the Board of Trustees (BoT) to order at 6:05 pm on Tuesday, January, 14, 2020.

**Trustees Present:**

Andy Turner (President), Angela Zhang, Matt Hare (Clerk & Scribe), Elton Hall, Kim Wilkinson, Diana Nier, Lyn Staack, Jennifer Streid-Mullen (ex-officio; Treasurer), Rev. Margaret Weis (ex-officio; minister), Wendy Solomon (Vice President via Zoom)

**Trustees Absent:**

none

A quorum was present being a majority of the full Board (currently eight members).

**FUSIT Members & Guests:**

Nancy Miller and Jens Wenneberg

**Handouts:**

None

**Agenda Item # 1: Opening Reading and Minutes Approval**

Angela Zhang lit the chalice and read a selection.

**MOTION:** Approve the BoT December 10, 2019 meeting minutes shown in Google Docs folder ("2019-12-10- BoT\_Minutes") as of the date and time of this meeting. **PASSED.**

**Agenda Item # 2: Upcoming Dates**

<b>Date</b>	<b>Event</b>	<b>Comments</b>
01/15	Pub Theology	6:30 pm
01/19	Shakespeare Movie	'Macbeth', 3 pm in Pedersen Room
01/18	Coming of Age	1:30 pm
01/21	All Church Night	5:30 pm potluck in parlor, 6 pm team meetings
02/9,16,23	NICE cohort 3	Newcomer group, 12 - 1:30 in David Rm. 204

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**Agenda Item # 3: Unsung Heroes for December 2019**

Betsy East & Janet Shortall	Assistance keeping pews in Sage Hall for Christmas Eve service
Susanne & RE team, Kari Richards, Aurelia Faraday, Joan Doria	Solstice Service

**Agenda Item # 4: Rev. Margaret Minister Report**

- February sermon series on generosity, culminating with stewardship sermon. Planning bulletin board for parlor focused on generosity (later change: RE program).
- Posted engagement and outreach position
- Striving to post DRE position ad by end of January
- Sexton position being research through room by room interviews with Sandy by Rev. Margaret
  - Comment: should record and transcribe these interviews
- Need to develop service animal policy beyond its simple current state

**Agenda Item # 5: Congregational Conversation on Fundraising**

- Email from Mary Kirkpatrick - please provide information before the meeting so we can prepare. Should we do this, and if so, what preparatory information would be most helpful?
- Maybe provide a summary along the lines of the outline intro
- Total Recycle Sale (RS) volunteer hours needed - never been tabulated before (Nancy). Ball park?
- No way to estimate how many people come to the sale.
- Roughly speaking, need half of the congregation to pitch in 5-6 hours over the summer
- Discussion about how to structure the congregational conversation to gain the information the BoT needs to move forward, and not get bogged down in planning details.
- We want the conversation to help us assess the feasibility and worth of the RS, and ideas on how to make it more efficient and beneficial.
- We're not getting the volunteer leadership needed to sustain the current RS model
- The conversation is not intended as volunteer recruitment- it is only brainstorming and getting a sense of the crowd
- What is congregational reaction to possibility of RS going away?
- We need to develop an information sheet, possibly for distribution beforehand and as touchstone during meeting
- Need a small group of BoT members to work out the final outline - Lyn, Elton, Angela, Matt, Andy, Diana, (Wendy is traveling)

**Agenda Item # 6: Prep for Capital Campaign**

No time left to cover this topic

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**Agenda Item # 7: Treasurer Succession Planning**

No time left to cover this topic

**Agenda Item # 8: DRE Search - full time position?**

- 30 hr position initially intended, same as Susanne's appt.
- Search committee is recommending 40 hr per week as more realistic for the RE program we want at FUSIT and to improve prospects for successful recruitment of a strong candidate.
- Motion made and seconded to approve DRE Search committee authority for this increase in DRE hours.

**Discussion:**

- Assistant maybe can be 6-7 hours instead of 10 hours.
- What is meant by full time? We need to get more clarity on this. 9 month or 12 month?
- Sabbatic & annual leave needed for a credentialed DRE.
- This proposal should have a salary range that we are willing and able to pay - this is essential for recruiting and planning
- Revised motion: we authorize the DRE search committee to write a position description for full time, 30-40 hours/week, 9-12 months, charging them to make the best judgement.
- Motion tabled - need more specifics from DRE search committee:
  - 9, 10 or 12 month
  - What does full time mean - 30, 35 or 40 hours
  - What is salary range for each of these scenarios?
  - What would it look like financially to hire a credentialed person?

**Agenda Item # 9: Vision of Ministry**

Are we rolling over last year's? Diana made motion to keep last year's VoM. Seconded and passed.

**Agenda Item # 10: Dreamcatchers**

Asking for extension on March full report. Board authorized this and asked for a revised timeline at the Feb. meeting.

**Meeting adjourned at 8:12 p.m.**

Minutes taken by Matt Hare  
January 14, 2020