

# First Unitarian Society of Ithaca

## Board of Trustees Meeting

February 11, 2020 DRAFT

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President Andy Turner called the regular monthly meeting of the Board of Trustees (BoT) to order at 6:10 pm on Tuesday, February 12, 2020.

### **Trustees Present:**

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

### **Trustees Absent:**

Wendy Salomon (Vice President)

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

### **FUSIT Members & Guests:**

Marie Benedetti, Lynn Garman, Nancy Miller, Sue Roenke

### **Handouts:**

DRE Proposal from search team

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

Angela Zhang lit the chalice and Elton Hall read a selection.

**MOTION:** Approve the BoT January 14, 2020 meeting minutes shown in Google Docs folder ("2020-01-14 - BoT\_Minutes") as of the date and time of this meeting. **PASSED.**

### **Agenda Item # 2: Strategic Finance Topics - Follow up from Congregational Conversation on Recycle Sale**

Andy Turner summarized some of the comments from the Congregational Conversation on and proposed forming two ad-hoc committees to address the general consensus of streamlining the recycle sale.

Nancy Miller and Marie Benedetti spoke about some of the factors that have helped to create successful recycle sales in the past. Board members discussed ideas for recruiting volunteers.

Highlights: people were unaware of need for volunteers for the service auction  
When do we invite people onto hospitality teams and when do we ask them to step beyond the hospitality teams

Lynn: Think about the progression through from hospitality teams

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Ad hoc team: making recommendations within a month but we don't know who's on the team yet

Suggestion: board minute to bring back info from congregational conversation and consider recruitment--Diana volunteered, table in coffee hour to answer questions,--Lynn & Elton, board tabling purpose--show that we listened and are responding, also collecting volunteers, and Table on stage at sanctuary create recycle sale committee, sign up for first date

How many people: Recycle team: Consensus 5-7 with targeted ask of people , Elton suggests that we have a board member at each committee meeting to lay ground rules and

5-7 people (Sue on the committee, All church night: Tuesday Feb. 18th)

Recycle sale 2.0 task force

Motion: Balcony meeting scheduled for Tuesday, March 17th during all church night. Meeting at 6 after dinner to further discuss this topic.

Sue: Topic of volunteers and leadership--apprenticeship model with leadership development

Kim: Need to put out a general call so as not to be exclusionary. Board agreed and Lynn and Elton will strategize to make this happen.

### Upcoming Dates

Date	Event	Comments
February 9, 16, 23	NICE	Final Cohort for 2019-2020 program year
02/12	Lunch Bunch	Parlor from 12-1:30ish
02/12,19	Transforming Separation to Connection: Where Neurobiology Meets Spirit	6 - 7:30pm in church
02/26	Pub Theology	Liquid State Brewery @ 6:30pm

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---

02/29	Youth Lock-In/Conference	
03/01	Newcomers' Drop In Circle	

### **Agenda Item # 3: Unsung Heroes for September 2018**

Audrei Hopkins	reading stories on Facebook
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### **Agenda Item # 4: Proposal for DRE hire at $\frac{7}{8}$ time, 12 months**

Kim Wilkinson presented information about the process and product of the DRE search committee's work in concert with treasurer, Jennifer Streid-Mullen. Proposed job description and supplemental information was circulated. Jennifer also presented on the costs of this proposal, the needed increase in pledges to make it happen, and the ways in which we would need to make cuts to support this salary level if we fell short of the proposed pledge goal. The board discussed this with support from the RE committee members Lynn Garman and Leah O'Connor.

Kim proposed the motion: The board supports the DRE Search Committee in advertising the new DRE position at the 35 hour/week, 12-month level. Elton seconded.

Discussion of the motion board agreed to add the following to the motion: "at a salary range of \$39,375-\$45,500."

Jennifer recommended that we limit the top end to \$42,000 which would be a cost increase of \$20,000. The board decided to be aspirational and keep the top level from the proposal.

The final motion of: **The board supports the DRE Search Committee in advertising the new DRE position at the 35 hour/week, 12-month level at a salary range of \$39,375-\$45,500.** Passed unanimously.

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**Agenda Item # 5:** Finance summary--accepted.

**Agenda Item # 6:** Minister report

**Agenda Item # 7:** Strategic planning update - Angela Zhang

All is going well. Continued progress on bulletin board. In our charge we're supposed to have a draft plan submitted soon. We will not meet that date.

Timeline: we will continue the question and communication beyond the bulletin board for the month of March and early April. April 26 service will summarize and have a congregational conversation to do the visioning and planning. We'll have a draft report possibly by the May board meeting or no later than the Board/Staff retreat.

**Meeting adjourned at 8:02 p.m.**

Minutes taken by Kim Wilkinson

February 11, 2020