

Minutes of FUSIT Board of Trustees (BoT) Meeting

Tuesday, March 28, 2017

NOTE: Meeting originally scheduled for Tuesday, March 14. Rescheduled due to multi-day snowstorm shutting down county roads that afternoon and evening.

Members Present: Whitney Wiggins, Marie Benedetti, Oliver Habicht (scribe), Jennifer Streid-Mullen, Angela Zhang, Scott Grover, Laura Free (Chair), Rick Hendrick, Wendy Salomon

Members Absent: (All present)

Guests: Rev. Jane Thickstun, Mark Pedersen (Administrator)

Opening

6:05 pm - Laura brought the meeting to order and Rev. Jane offered an opening reading while the chalice was lit.

Minutes

- Feb. 14, 2017: Approved with spelling corrections.

Dates Reminders

- Next regular Board Meeting: Tuesday, April 11, 6pm.
- Congregational Meeting - Sunday, April 23rd (Covenant and Bylaws vote).
- Balcony Board meeting: Tuesday, April 25, 6 pm.
- Candidating week: Saturday, April 30th - Sunday, May 7th.
- Minister Call Congregational Meeting: Sunday, May 7th.
- Annual Meeting: Wednesday, May 31st (evening).

Meeting

Unsung Heroes

- Appreciation of Settled Minister Search Committee (SMSC) members' on-going work, including representing and promoting FUSIT to prospective ministers and vetting and negotiating with interested candidates.
- Recognition of the recent powerful New Member Ceremony, orchestrated by the Membership Team Chaired by Jim Skaley, Membership Coordinator Beth Pallace, and Rev. Jane.

Ad hoc, casual monitoring by Board

- FUSIT's phone system did not work to call 911 during recent emergency. Rev. Jane and Mark Pedersen confirmed they will investigate situation with All-Mode. Other operational issues with phone noted, such as clicking sounds.
- Sanctuary's assistive listening system's initial pricing expressed seemed very high relative to needs, priorities, and potential of alternatives. Rev. Jane continue to manage process.

Board check-in, Whitney Wiggins

The next Team the Board would appreciate checking in with is the Membership Team, along with Beth Pallace, Membership Coordinator, if she is available.

- Whitney to contact Chair Jim Skaley and Beth Pallace.

Bylaw changes, Laura Free

Legal review desired, taking into account proposed changes.

- Scott Grover to take lead, including contacting Dick Cogger for input.
- Laura will provide Scott with online resources recommended by John Gaines.

Reminder: April 23rd: Bylaws and Covenant vote meeting.

Finance Committee report, Jennifer Streid-Mullen

Expecting that this year mostly seems OK. So far we may be overspending by \$3K for the year, at most.

For next year's budget, several line-item reviews and discussions within draft budget. Draft includes Bare bones, Target, and Wish list columns. Will next seek additional input from staff and Team Chairs, both formally and informally, and then budget to be further synthesized and balanced via top-level adjustments by Jennifer and Rev. Jane.

Endowment Committee, Rick Hendrick

As an outcome from the Board's conversation with Endowment Committee last Spring, Jens Wennberg, Scott Grover, and Rick have created a standardized summary. It fits on one sheet, showing 6 years of data. Ideally an updated version will be made available to the Board every March from now on.

- **TO DO:** Board to update Policy Book with Endowment language Rick has vetted with the Endowment Committee.

Settled Minister Search Committee, Laura Free

As previously shared by EXCO, discussion regarding increasing salary cap to expand range.

- **MOTION:** The Board approves an increase in ministerial salary and housing for the proposed budget year 2017-2018 up to \$86,000, excluding appropriate benefits. **PASSED**, by a unanimous decision of the entire Board.

Board Committees, Whitney Wiggins

Questions: How can Board best engage, monitor, get reports from Committees of the Board? What is our desired relationship, and how can we contribute to promoting their effectiveness? Might some benefit from an active liaison, or even be Chaired by a Board member? Affect on Board recruitment?

Board Committees include: Endowment, Finance, Personnel, Nominating, Governance (not yet existing: Need!), and Safe Persons (ad hoc). (Others?)

Board Committees or Ministry Teams which are "shared" with Ministry: Stewardship Team. Ministerial Support Team. (Others?)

Balcony View Meeting, Angela Zhang

Note: This was the intended focused discussion topic for tonight as part of a Balcony View meeting, before our Board meeting got moved to this night following the snowstorm 2 weeks ago.

Angela reported on the early draft stages for three deliverables:

- Poster: Clear, inspiring metaphor. And beautiful.
- Handout: Engaging conversation-starters. Useful for facilitated and informal conversations.
- Glossary: Laura Free working on.

Might also including simple explanations and promotions of Partnership Governance, our forthcoming Covenant, etc.

Ideas: Create smaller versions of the poster for our meeting rooms. Also, what church wall space could be used for colorful and engaging communications to further our collective efforts?

The Congregation's main strategic planning-related conversations will await an in-coming Minister, but let us do what we can to prepare.

Open Questions, Laura Free

To go along with our Vision of Ministry. Last year's Open Questions were:

1. As we evolve and enter our next season of ministry, how shall we be a transformative and engaging spiritual home for current and future members?
2. How can our financial, capital, and human resources best serve our mission?
3. What do we want to be known for in the broader community?

This year: What process? Relationship with our Strategic Planning elucidation?

- **DECIDED:** Retain from last year as the Board's Open Questions into this year, with an expectation of them getting reworked with the Congregation as part of our Strategic Planning process.

Vision of Ministry, Wendy Salomon

Congregational input from the survey over many weeks, web and in-person, and heavily promoted. 17 respondents. That input, along with further reflection and discussion by the Board have resulted in the following decision.

- **DECIDED:** The Board's 2017-2018 Vision of Ministry for FUSIT:
 1. Doing the vital work, at all levels of FUSIT, to create, foster, and nurture a true partnership with our new minister.
 2. Building Bridges: Create connections as a community to and with those outside of our church who have different perspectives, backgrounds, politics, or faiths than we do. (Acknowledging, of course, our own internal diversity.)
 3. Continuing our commitment to advance racial justice.

Bylaws and Covenant Meeting, Laura Free

Reminder: Sunday, April 23rd: Bylaws and Covenant vote meeting. Pizza, then into Sanctuary.

Mark was provided at the meeting with the latest version of the Covenant and Bylaw changes info so he can better craft the meeting's promotion within FUSIT's weekly communications. Mark will require final proposed versions of the Bylaws changes two weeks, or earlier, before vote.

Meeting was adjourned at 8:20pm.