

First Unitarian Society of Ithaca

Board of Trustees Meeting

May 8, 2018

Agenda Item # 1: Opening Reading, Minutes Approval from Previous Month

President Laura Free called the regular monthly meeting of the Board of Trustees (BoT) to order at 6:03 pm, May 8, 2018, Tuesday. Laura provided a reading while Jennifer lit the chalice.

Trustees Present:

Marie Benedetti	Oliver Habicht (Clerk)	Jennifer Streid-Mullen (Treas.)
Laura Free (President)	Angela Zhang (VP)	
Scott Grover	Whitney Wiggins	

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

Trustees Absent:

Andy Turner	Wendy Salomon
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FUSIT Members & Guests:

Fred Balfour (Scribe)	Rev. Margaret Weis, Minister
Mark Pedersen (admin)	Sandy Wold

Handouts: (Available through church administrator)

ITEM	Formal Title
Memo to Board	Date: May 8, 2018 TO: All Board Members, Treasurer & Staff FROM: Mark (Sr. Congregational Administrator)
Agenda	"First Unitarian Society of Ithaca; Board of Trustee Meeting Agenda; April. 10, 2018"
Attendance History	Record of Attendance (Sep. 2013 thru June 3, 2018)
BoT Minutes from 4/10/2018	"First Unitarian Society of Ithaca; Board of Trustees Meeting; April 10, 2018"
Ministry Report	"Minister's Report; May 2018"
Budget & P&L	"18-19 Budget v3.0; 5/7/18"
Balance Sheet	"First Unitarian Society of Ithaca; Balance Sheet Standard; As of April 30, 2018"
Budget Explanation	"Budget 18-19; v.3, 5/7/18"
Strategic Planning	"To-do list proposed by Angela"

“FUSIT Strategic Planning Calendar (Four pages)”
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Approval of Minutes

The minutes of the Board meeting conducted on April 10, 2018 were presented.

MOTION: Approve the minutes as presented. **PASSED.**

Agenda Item # 2: Upcoming Dates

Date	Event	Comments
5/20	BoT meets with Congregation	Review 18-19 budget
5/30	Annual FUSIT meeting	Elect 4 new BoT members
6/12	June BoT meeting	

Agenda Item # 3: Unsung Heroes

Transition Team	Installation Service
Martha Ferger	Continued and consistent welcoming presence
RE Volunteers	Providing religious education throughout the year

Agenda Item # 4: Sandy Wold: Environmental & Procedural Concerns

Laura summarized the board practice for visitor comments such as this agenda item:

- The board will take in the presentation.
- The board will ask clarification questions only.
- There is no conversation during the presentation.
- The board will provide no immediate response to the presentation.

Summary of Sandy's comments:

- The threat of methane to the planet is serious;
- However, carbon dioxide is the current focus. Typically industrially generated;
- As the world moves to more middle-class people, methane production will increase;
- Sandy has given a number of talks in and around FUSIT. They were poorly attended;
- The planet faces a big risk: 2050 will be too hot;
- Middle-class whites are operating in a state of entitlement and creating racial issues.

A board member asked a point of clarification: “What are you asking the board to do?”

1. Focus on methane is one of the church's values;

2. Recruit a team within Social Justice Council. Include space for an additional table at the coffee hour separate from SJC;
3. Provide the the appropriate messages from the pulpit;
4. Create a church action plan.

The board received this presentation as information. The Board pledged to get back to Sandy after deliberation.

Agenda Item # 5: Public Witness Policy Presentation and Discussion.

Marie discussed three documents sent to the board via email before this meeting.

1. A form or template to be used by a FUSIT community member to submit a public witness proposal;
2. A flowchart of the process followed once a proposal has been received;
3. A policy statement with respect to a potential Public Witness Policy implementation within FUSIT.

Board discussion brought forward requests for changes and upgrades to the three documents:

1. Add examples for the different types of proposals: Type 1, Type 2 and Type 3;
2. Add a section to the proposal requesting Financial implications if the proposal is accepted.

Members noted that public witness proposal process could encourage individual FUSIT community members to become part of FUSIT long-term thinking.

The board received this presentation as information. The Board anticipates reviewing the updated policy next month.

Agenda Item # 6: Minister Salary Allocation to Housing.

Laura indicated that the decision taken at the August 2017 board retreat needs to be formalized in BoT minutes. At the indicated meeting, the board agreed to designate up to 100% of the minister's salary as housing costs. The following motion repeats the motion passed at the August 2018 meeting.

Motion: Moved to ratify the decision made by the BoT at the meeting held in August 24, 2017 to designate up to 100% of the minister's annual salary as housing allowance for the church year 2017-2018 and onward, until further action is taken to change the amount. **Motion Passed.**

Agenda Item # 7: 2018-2019 Budget

Jennifer opened the conversation by noting that the proposed budget in final draft is balanced. There are a number of revenue assumptions:

- The BLUU pledge (Black Lives of Unitarian Universalism) payout/pledge will be in balance;
- The recycle sale has a slight increase (See line 17);
- Stewardship will make the pledge target.

There is some modest trimming in the expense lines;

- Salary increases are held to 2.2% except for "living wage" adjustments.
- Professional development budgets are trimmed slightly in music, outreach, and admin;
- Minister has \$1000 fund for professional development;
- Maintenance costs are still unknown and remain adjustable.

MOTION: Moved to approve the budget v3.0 in the handout and to submit to the budget for approval at the annual meeting on May 30, 2018. **Motion passed.**

Agenda Item # 8: Strategic Planning Update, Dream Team, Dreaming Groups, Slogan / Title

Angela provided explanatory comments on her hand-out. The various parts of the strategic planning process were discussed. The BoT will address and move towards a final plan at the upcoming board retreat.

The board took part in this presentation as a continuation of work on the issue and took no action.

Meeting Adjourned at 8:01 pm

FUSIT BoT Meeting Summary - May 8, 2018

Agenda Item	Board Action or Outcome
Unsung Heros	Religious Education volunteers; Transition Team; Martha Ferger
Public Witness Policy	Committee presented update on work done, final package expected at next meeting.
FY18-19 Budget draft	Final draft of budget reviewed & approved for upcoming annual meeting.
Strategic Plan	A working plan is in place to complete development of strategic plan.