

First Unitarian Society of Ithaca

Board of Trustees Meeting

September 10, 2019 Minutes

President Andy Turner called the regular monthly meeting of the Board of Trustees (BoT) to order at 6:05 pm on Tuesday, September 10, 2019.

Trustees Present:

Angela Zhang, Matt Hare (Clerk & Scribe), Wendy Salomon (Vice President), (Treasurer), Andy Turner (President), Elton Hall, Kim Wilkinson, Diana Nier, Lyn Staack

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

FUSIT Members & Guests:

Jesse Koennecke, Jennifer Streid-Mullen, Arthur Wall, Rev. Margaret Weis

Handouts: none (personnel manual reviewed electronically prior to meeting)

Agenda Item # 1: Opening Reading and Minutes Approval

As the chalice was lit, Matt Hare shared a reading.

No summer minutes were available to be approved. Defer to October meeting.

Agenda Item # 2: Approval of Personnel Manual

Jesse Koennecke provided background on the process that led to this revision of the manual. The personnel manual from First Unitarian Church of Rochester was used as a template. FUSIT member and lawyer Elizabeth Bixler reviewed the manual, but this is not her area of law.

Motion by Diana Nier and 2nd by Elton Hall to approve the manual pending legal review. Unanimous vote in favor.

Agenda Item # 3: Upcoming Dates

Date	Event	Comments
09/14	BoT training	36 registrants!
09/15	OWL begins	
09/17	All church night	New time - third Tuesday each month

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09/22	Sundae Sunday	Still need volunteers to help
09/29	NICE class	After Sunday service, 12:00
10/2	Five Wishes: Planning Ahead for End of Life - 5 week series by Rev. Weis 6:00 - 7:30 pm in Parlor (also Oct. 9, 16, 23, 30)	
Planning for Fall service auction is beginning and leaders are needed		

Agenda Item # 3: Unsung Heroes for September 2018

Recycle Sale Team	Another amazing & lucrative recycle sale!
Aids Ride organizers	Successful and safe 2019 ride!
Personnel Committee	For their considerable effort revising the manual

Agenda Item # 4: Strategic Dialogue with Nominating Committee

Arthur Woll, chair of nominating committee, was present to update the BoT on committee functioning and discuss 2019-20 priorities. Current committee members include Fred Balfour, Beth Howard, Geoff Dunn and Kathy Hopkins. The committee does not meet regularly, but plans on 2 meetings this Fall.

The committee is actively making invitations to fill Oliver Habicht's seat (to make a full BoT of 9 members). This would be a one year appointment, renewable. Diana Nier is likely moving away after this year, so with Wendy & Angela's expiring terms, we need to fill 3 3-year BoT seats and 1 2-year slot (to start summer 2020).

A general discussion covered many aspects of volunteerism and leadership development in the congregation. Rev. Margaret suggested that we can get new people through the door on Sundays, but how do we engage them once here?

The Board thanked Arthur for his time and the Nominating Committees' efforts, and requested follow-up if there was any way the BoT can be helpful.

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Agenda Item # 5: Retreat Follow Up

Wendy Salomon led a discussion on FUSIT priorities for this year, including a search for DRE, developing and implementing safe congregation policies, and thinking big about financial/endowment health.

When asked how the board could help relative to FUSIT's financial health, Jennifer Streid-Mullen's recommendation was that the board help think through a possible Capital Campaign. For the capital campaign, this year the priority needs to be scoping and getting firm estimates for required building and organ upkeep. A reasonable timeline from Jennifer's perspective is for a rough scope by Feb/March and identify a campaign leader by April. Maintain communication with the Strategic Planning Committee to keep these planning processes integrated.

Jennifer indicated that she will need to be replaced as treasurer by 2021
Also, Sharon and David need more help on the Stewardship team.

Agenda Item # 6: Strategic Planning Update

Matt Hare described the first meeting of the SP Committee of six: Angela Zhang, Elizabeth Bixler, Don Rakow, Don Barber, Aurelia Faraday and Dawn Grover. Rev. Margaret was in attendance and will strive to attend at least some of their meetings. The meeting was largely introductory, but included a helpful discussion on what SP means in the context of our faith community and how the process could unfold this Fall and through the Winter/Spring. The goal is for a 3 year plan, and the programmatic scope of the plan will be decided by the committee this Fall or early Winter.

Agenda Item # 7: Minister Report

Rev. Margaret discussed the DRE search and reported from UUA that there is no prescribed process. A national search is planned. This fall a small team will be assembled for the search committee to draft a position description and advertise the position.

Sandy Soule will be retiring at the end of this church year and Rev. Margaret recommends a month of overlap with the new person.

Meeting adjourned at 8:03 p.m.

Minutes taken by Matt Hare

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