

FUSN Board of Trustees
Tuesday, May 18, 2017
Children's Chapel, 7:30 PM

<p>Staff Erin Splaine, Minister Rowan VanNess, DLRE, absent</p> <p>Board Cathy Morocco, Chair Brian Burba, Vice Chair Gregg DiBiaso Sara Fasli, Youth, absent Josie Greene Eric Haas Julianna Lakomski, Youth, absent Lesley Sneddon, absent</p> <p>Clerk Kit Ryan</p>	<p>Visitors Susan Bartlett and Laurel Farnsworth, Operations Council</p>
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Meeting Highlight:
Presentation, Discussion and Approval of FUSN
Budget for FY18

Invocation / Chalice Lighting/Reading of The Board Covenant: 7:34pm

Strategic

Review, Discuss and Vote on Proposed budget for FY18. Susan and Laurel.
(Handouts: 1. Comments and recommendation to the Board of Trustees on the proposed FY18 Budget presented to the Board meeting May 18, 2017, 2. FUSN FY18 budget request, 3. Ellen Metzger's email with updates Annual Budget Drive Progress, 4. Cathy's email to the Congregation dated May 17, 2017).

Note: On May 11th, the Operations Council, Finance Co-chair, and several members of the Board met to discuss the proposed budget item by item. The purpose of this evening's meeting was not to return to item by item discussion but to review the final Budget and Narrative and receive a Board vote.

Because Budget Drive monies continue to come in, Brian Gill will update the budget for discussion at the Annual Meeting. Susan will send that updated Budget to the Board the week prior to the Annual Meeting. That budget will be modified to collapse staff salaries into one line item.

Susan's summary and Laurel's additions focused on broad categories, since the earlier May 11th "working budget meeting" included a line-by-line consideration of budget items.

Some points in their presentation:

- The Budget Drive total at this time is \$530,000, \$30,000 less than the projected requirements and \$11,000 (2 percent) less than the pledge income

for FY17. In response to the decline in total income, this budget reduces total expenses by 3 percent relative to the budgeted amount for FY17 (though not relative to the actual expenditures for FY17, which came in significantly lower than anticipated). Most of the reductions occur in building and grounds expenses and committee expenses, although line items in other categories were also reduced.

- Staff salaries were raised by 2.5%, with a 3% bonus for Fran, who is at the top of UUA administrative salaries. The goal for Erin's salary had been a 3.9% raise.
- Plans to increase staff salaries in the next Fiscal Year depend on the outcome of next year's Annual Budget Drive.
- Building and Grounds budget will be cut in areas where we didn't spend, such as the fire alarm system. In addition many building and grounds issues that need attention are deferred until FY19. Building repairs and improvements that eventually need to be addressed include: restoring hot water to the 2nd floor kitchen, and repainting the sanctuary (last painted 12 years ago), the Head Start room (painted 9 years ago), and the Parish Hall (painted 20 years ago).
- Committee expenses were decreased in order to include funds for the Finance Summit
- The Current deficit in expenses versus income is \$52,000. We need to balance this in FY19. In the past, budgets have planned a two-month operating budget reserve; FY18 will include a one month reserve.
- In making cuts the focus was on Board priorities, such as maintaining programming and staff and adding childcare.
- Multicultural Ministry Initiative (MMI) is funded \$1250, which includes any funds spent on Black Lives Matter.
- Welcoming Congregation work is funded at \$1000, which is included in the Board line item.

Brian commended Susan and Laurel on the helpful memo (Handout #1), summarizing comments and recommendations. Other comments included the following:

Though FUSN is not in crisis financially at this time, we need to be aware of our long-term financial health.

We hope to eventually see a return from our investment in a Membership Coordinator role and in our Legacy program. These are potential topics for discussion at the Financial Summit.

The Board plans to have a report from the Annual Budget Drive team at the June "new Board" meeting, and Budget Drive Chairs will be available for conversation at the June 4th Annual Meeting.

A Board member questioned the proposed expense of \$3500 earmarked for the Financial Summit. The Minister and some Board members made a case for incurring this expense, stressing the importance of the Financial Summit, which will include multiple groups and require planning and facilitation. A major goal of the Summit is "to address the silo effect that can happen when various groups are

unaware of one another's' roles and concerns. The Summit will address the need to look at FUSN's systems, policies and procedures by-laws and how they affect finances." Other members commented that the Financial Summit will require an experienced moderator, and funds set aside \$3,500 for expenses that are likely to include a facilitator. A comment was made that this was not an unreasonable fee. Members requested that the Planning Team be given time to work on the meeting design.

Cathy requested a motion to vote on the Budget. Brian made the motion and Eric seconded it. Initially two Board members abstained, which gave three votes, one short of the four required to pass the budget. One member who had previously abstained changed their vote to positive and the budget passed with four *yea* votes and one abstention.(Subsequent to the meeting the absent senior member of the Board voted to approve the budget, for a total of five votes of approval).

The Operations Council Chair (Susan) and the Finance Committee member (Laurel) left after the vote was completed.

Staff Updates

Erin Splaine held her update to due lack of time.

Generative

Cathy invited Board members suggest content for the June Board Meeting, when four new members will join the group. Suggestions included:

- Invite the Budget Drive chairs to report on the Drive and discuss results.
- Provide new members with the full set of FY17 meeting agendas that Cathy has prepared.
- Include Dan Hotchkiss' article about the role of the Board
- Ask Dwight Golann to moderate a discussion about healthy Board communication (Note: A discussion of the Budget Drive took priority over this suggestion).
- Spend time on introductions, including what passions members bring, motivations to join the board, hopes for accomplishments.

Procedural

The Board voted unanimously to approve a final slate of General Assembly Delegates that included the following FUSN members:

(On-site) Susan Bartlett, Bill and Meg Holland, Jacki and Pat Rohan

(off-site) Demie Stathoplos, Bobbie Sproat, Jacqui James

Note: The Board approved Rowan as an on-site delegate by email vote following the Board meeting.

Appreciations/Close 9:40PM