

FUUSN Board of Trustees
Tuesday, March 20, 2017
Downstairs Classroom, 7:30 PM

<p>Staff Erin Splaine, Minister Rowan VanNess, absent</p> <p>Board Cathy Morocco, Chair Eric Haas, Vice Chair Amalia Basch, Youth Brian Burba, absent Josie Greene Chris Krebs Leah Lakomski, absent Brooke Foucault Welles, absent</p> <p>Clerk Kit Ryan</p>	<p>Co-meeting with Operations Council Susan Bartlett, chair Jeannie Chaisson Judy Curby, Treasurer Laurel Farnsworth Ted Hess-Mahan Andrea Kelley Linda Ross, clerk</p> <p>Visitor Dan Brody</p>
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Meeting Highlights:

- **The Board and Operations Council jointly discussed how a Stewardship Council could improve our financial health.**
- **The FUUSN organ may not last more than a few months. The instrument and accessibility require a Capital Campaign**

NOTE: The March meeting was postponed from March 13 until the 20th because of a significant winter storm. The date most workable for Board members was the following Tuesday, which meant our meeting was concurrent with the monthly Operations Council [Ops] meeting. The two groups joined for consideration of several topics summarized below.

Invocation/Chalice Lighting/Covenant

New covenant, with guidelines for Board Meetings printed on the back of the agenda.

Executive Session. 7:30-8:00PM

Generative. 8:00- 8:45. With Operations Council in the Chapel

Stewardship Council at FUUSN. Josie

Josie reviewed the concept of the Stewardship Council we hope to establish: a standing, permanent group of congregants that keep the theme of financial support for FUUSN alive year-round, rather than during a brief uncomfortable frenzy in the spring. She thought that the Council should include someone from the Finance Committee, and expect that it would work closely with The Annual Budget Drive [ABD] team.

Several Board members supported the idea of calling this body a “council” rather than “committee,” because the former connotes guidance and inspiration. Susan added that the Stewardship Council [SC] should conduct high level thinking and plan to direct the actions of other fund-raising related groups.

Eric asked when and how we could establish such a group. Josie replied that she has noted enthusiastic interest for the idea among the participants in this year’s expanded ABD team. She plans to actively pursue recruitment and formation of a SC meeting after this year’s ABD is complete. She expects to get valuable feedback from the ABD team, and also wants to incorporate representation from the Legacy Giving team. Josie said she plans to send emails to elicit engagement. She wants to develop a stewardship mentality with the congregation as a whole and engage the congregation in long term planning.

Laurel expressed concern that it might be hard to find people to fill the Council roles, noting that FUUSN’s many activities already have trouble sometimes finding volunteers. She fears that leadership of the group might fall on one of “the usual suspects”--active congregants who are already overburdened. Susan noted that the SC will need to do a lot of delegation to attain the outcomes desired. Andrea remarked that new ideas generated by the SC may get new people involved.

Updates

Annual Budget Drive. Andrea

Andrea noted that around twenty-four congregants have volunteered to act as stewards. She also noted that both the Board and Ops had already made their pledges, and asked how this symbolic example was going to be communicated to the community at large.

Capital Needs. Laurel

Laurel relayed information from Music Director Anne Watson Born. FUUSN’s organ has been evaluated recently by a trusted expert from Foley-Baker, a reputable organ repair and restoration firm based in Connecticut. The organ is on its last legs. Many of the pipe racks have been inoperative for years; our organist, Carson Cooman, is a genius at being able to play around these mechanical issues and make the instrument sound good, but we can expect that it will fail completely in a matter of months.

Incremental repair will not work at this point. We can keep the pipes, but most of the remaining mechanical components must be replaced; they have not been updated for the past 100 years. At present, the organ is not tuned to concert pitch of A=440 Hz, so it cannot be played with an orchestra. Control of the mechanisms is different now than when the organ was built, so an entirely new console is needed as well.

Restoration of our organ involves essentially rebuilding the whole thing. The project will take around a year, and the cost is estimated at one million dollars.

This project has been one of the components of a Capital Campaign [CC] that has been envisioned but postponed for several years.. FUUSN has not had a Capital Campaign for over 14 years. Many congregations consider it appropriate to conduct one every seven years, and many do so.

General discussion included more specific questions on the logistics of restoring the organ, and whether to engage in it all. Laurel commented that the congregation as a whole needs to decide how much it values the music program and especially the role that Carson plays in it. Erin asked us to seriously consider the importance of the organ to FUUSN's worship. She feels that the organ plays powerful role in the service, by filling the very large space of the sanctuary with beautiful sound.

The other principal component of the envisioned Capital Campaign involves making FUUSN fully accessible to all. Laurel noted that a new organ console will be substantially smaller than the existing one. Because control systems are largely electronic now, they could be placed anywhere. This will free up a considerable space in the chancel, and would naturally coincide with rebuilding to make it accessible. Adding an elevator to the second floor and basement would complete the major part of the work.

The entire project of restoring the organ and making FUUSN accessible will likely cost around 2.5 million dollars.

Board Updates Downstairs Classroom, Board alone

Communication with the Congregation. Cathy, Brooke

The Board seems to be reaching the congregation more effectively by posting the meeting agendas on the FUUSN Business List prior to the meeting, and reiterating that the meeting is open to visitors. Last month Jon Reuman attended, and then decided to attend General Assembly as a delegate.

Facebook. Comments and postings on FUUSN's Facebook pages in the past month have focused on events, including pledge parties and youth group activities. Storm damage at Ferry Beach was shown in a dramatic video.

Thank yous. The Ops Council has assumed most of the responsibility for writing thank you notes. Josie suggested that the Board could post additional public thank yous in the

newsletter. She will follow up with Fran to see how feasible this is, and will also send heads up to Susan Bartlett, the Ops chair.

Youth Update

Amalia has been helping to teach RE classes and providing childcare for extended Sunday programming. She notices that a lot of the young people from her Coming of Age cohort are participating in these activities, which has helped keep them remain engaged at FUUSN. Some of this engagement might also stem from the cohesive internal relations of her CoA group, which not all classes have achieved.. She feels she belongs to the FUUSN community, and notes that the values she learned in RE have been integral in her teaching. This year's focus on FUUSN's finances have shown her the importance of monetary health.

Procedural/Policy

By-law Amendments related to Finance Policy: Dan Brody Handout: Proposed 2018 amendments to Articles V & VIII

Background by Cathy: The Board of Trustees [BoT] has met several times over this and the previous fiscal years with representatives from the Board of Investment [BoI] and Financial Oversight Committee [FOC] who wanted to streamline and clarify FUUSN's financial policies, especially concerning use of funds from the Endowment. The Board formally voted to approve the proposed policies last month. Some of the policies require amending FUUSN's Bylaws. Dan Brody, FOC Chair, returned with a draft of these Bylaw amendments.

Dan noted that this work between the FOC and BoI began about a year and a half ago. Some tentative Bylaws amendments were prepared last spring, but tabled because many members had gone on the choir trip to Germany trip and were not present to vote at the 2017 Annual Meeting. This delay provided an opportunity to re-examine the bylaws in detail.

Dan has extensive experience with bylaw revision. He has participated in such efforts in previous work with the Texas House of Representatives, the Unitarian Universalist Association board of trustees, and the Meadville Lombard Theological School in Chicago.

In the last few weeks he worked with Gordon Moriarty [the sole member of FUUSN's Bylaws Committee] to clean up our Bylaws, particularly in Articles V and VIII. Dan reviewed his written handout. The first page summarizes the changes, and makes clear that the Board adopted policies recommended by the FOC and the BoI. The practical reason for enshrining these changes in the Bylaws is to avert hasty, expedient changes to the policies by future leadership.

Josie moved that the proposed bylaws changes be placed on the warrant for the 2018 Annual Meeting; Eric seconded; the motion passed unanimously. Cathy suggested that key finance officers present and discuss the changes in detail at an open meeting

prior to the Annual Meeting. This enables the finance group to anticipate questions and concerns that may need to be addressed at the Annual Meeting.

Eric noted that we had recently found other Bylaws issues, such as obsolete officer positions that the BoT was required to fill. Dan stated it was better not to try to address these without due consideration; Erin remarked Gordon often identifies this kind of problem.

Dan Body shared the news that he is leaving the FOC after four years of leadership. Jacki Rohan will be continuing, but aside from Jacki, all committee members will be new. Cathy is working with Jacki Rohan on the recruitment of new members.

Upcoming Presentation on Governance.

Josie has helped to organize a short program on governance structure and Board role at FUUSN in collaboration with the Nominating Committee (NC). The program will be held Sunday April 29 from 11:30 to 12:30 in the Chapel following the service. Barbara Bates and Pat Rohan have offered to lead this session, which is designed to assist those considering a leadership position. She will explain how the Board's role (visioning/policy development) differs from that of the Operations Council (day-to-day operations). All current elected leaders are welcome to attend.

The Nominating Committee is still actively looking for someone who will assume the role of Treasurer, which Judy Curby is vacating after this June.

Close Appreciations of the meeting and our leadership.

Meeting adjourned: 9:35PM