

FUUSN Board of Trustees
Monday, December 3, 2018
Children's Chapel, 7:00 PM

Board: Chris Krebs, Chair Josie Greene, Vice Chair Theo Burba, Youth, absent Leah Lakomski, Youth, absent Christine Lookner Jon Reuman Demie Stathoplos Brooke Foucault Welles Clerk: Kit Ryan	Visitors:
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT:
7:10PM.

1. What did we learn from Sunday's Congregational Discussion: Follow up needed either for action by the BOT or delegated to others/Stewardship Council?

- There was a positive, constructive tone to the discussion; noted that the attendees are those who tend already to be involved, interested; how do we involve the uninformed/uninterested, "surprised" congregants? Reminder that Finance meetings are also open to members
- Christine took notes: will send out; BoT (Board of Trustees) and Operations representatives were present
- Discussion that FUUSN is a social action organization/faith, how does this affect financial awareness, ABD (annual budget drive), how to link financial awareness back to our Social Action priority
- Participants expressed that they were unaware of the budget status over the past several years; the Membership staff member position cut (from full time to half time) took congregants by surprise; members appear to be unaware that funding the Membership position was trial to evaluate the impact. Members seem ambivalent about hearing negative news, such as pending budget issues, and appear to view that there were other funds from which we could draw to sustain the full-time Membership position. There is a perception that the BoT doesn't care about finances
- Discussion about the format of the Annual Meeting (AM): at that event there is not time for discussion, how can we better involve congregants with budget awareness, better involvement with budgetary decisions; can we offer options A, B &/or C; currently the AM is a good community building event with the cookout
- When new families join they tend to freeze their ABD pledge at their entry level; how do we discuss with new members?
- There was also some discussion regarding the value to members of UUA pledge

2. Discuss & vote on Charter for a multi-year Stewardship Team/Council

- Team will provide both structural support and enhance culture of stewardship
 - Team will be composed of FUUSN leaders with current requisite knowledge of financial challenges and opportunities.
 - Review attached key points (pending) for team job description that includes actionable items from 2017 financial Summit.
 - Financial acumen helpful however not necessary for all team members
 - Deep understanding of FUUSN annual budget drive helpful
 - Brainstorm prospective members to invite to serve and/or delegate BOT Nom. Com.
 - Once team is established, how will team communicate with BOT (reporting, liaison, etc.)
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- There is a lot of past information available to help set up a Stewardship group: discussion about name, (e.g. “Council”), avoid perception of short term “fix” group.
 - The group needs stakeholders, such as recent leaders, who can provide institutional memory. Group may be similar to Lay Minister group, without term limits, multiple year effort, to provide support to the minister with a longer view. Need to discuss with the Nomination Committee to assist them to target recruitment
 - The UUA site has resource materials by Mark Ewart regarding stewardship groups, to include team recruitment, composition, charter or charge of such teams: Brooke/Chris (?) to send link
 - Discussion followed about recruitment; sense that active congregation members already feel overburdened.
 - Discussion about strategic planning, how does a stewardship group fit with the BoT role?
 - There are concrete (tactical) items the stewardship group could begin with, for example action items raised by the Listening Circles (LCs), so they may immediately engage in tasks, while developing the longer-term view. There are examples, e.g. from Alice Nichols group (*Josie, link?*)
 - How do we address education and outreach to the congregation regarding the stewardship group?
 - Some suggested members: Tom Bean, Barbara Bates, Ted Hess-Mahan, Karen Edwards, Bobbie Sproat, Bruce Henderson, Gordon Moriarty, Bill Dusett, Julie Brody, Val Miller &/or Gregg diBiaso, Brian Burba, Julia Wolfe, Dwight Golann
 - Suggested skill sets: web design, database management, legacy, finance skills. For past Capital Campaign there was an architect.

3. Setting budget priorities for next year

- Meet with Finance Committee, Ops Council, Board of Investment for analysis of current budget trends and to codify this year’s budget process (12/13 BOT meeting?)
- What additional info do we need? (What are the recommendations of PPC, FOC, BOI, other? Review priorities of previous Boards etc.)

- Congregational Priorities- have we gleaned insights from our Listening Circles?
- Anticipated substantial new budget requests from Staff or Committees-(BOT could request Ops Council to ask for these earlier so we have prior to setting FY'20 budget priorities.
- Need to establish priorities from Operations Council, Finance Committee (FC), Board of Investment to help guide development of budget for FY19-20. Operations may be able to give the BoT sense of where we have flexibility. We need to avoid “surprising” the FC with adding new items (such as RE – religious education -- sabbatical) without discussion with other financial committees. Operations, FC will be invited to BoT meeting next week
- Demie and Josie will work on LC material to identify priorities from the congregation.
- Need to establish the priorities immediately, the ABD will begin in January.

4. 2019 Budget Drive

- Third Chair needed to work with Julia H. and Brian G.
- Schedule date to meet with FC to establish this year’s ABD goal (Jan BOT meeting)
- Other: think about Party Hosts, Stewards, Testimonials etc.
- Please note Fellowship event on March 23
- Erin has someone in mind for 3rd co-chair, has not yet discussed with the individual.
- As per above discussion, need to establish the priorities immediately.

CLOSE

Meeting adjourned at: 9:00 pm.