

FUUSN Board of Trustees  
Tuesday, August 27, 2019  
Children's Chapel, 7:00 PM

Staff: Erin Splaine, Minister Board: Chris Krebs, Chair Christine Lookner, Vice Chair Karen Burns Ted Hess-Mahan Will Kisiel, Youth, absent Clark Lakowski, Youth, absent Siena Lerner-Gill, Youth Demie Stathoplos Brooke Foucault Welles Clerk: Kit Ryan	Visitors: Laurel Farnsworth, Operations Urban Larson, BoI
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:04 PM.  
Moment of silence for Allan Hartman

**BOARD GOVERNANCE/BOARD FORMATION & DEVELOPMENT:**

- Getting to know one another and personal sharing.  
Devoted 45 minutes to personal introductions, sharing about ourselves, developing team cohesion and personal bonding as a Board and staff.
- Review function of Board as governing team engaged in discernment of Congregational priorities, longer-term visioning and strategic planning, congregational stewardship.
- Discuss our collective governance vision, our hopes and aspirations for the coming year as a BOT and as an inclusive working team collaborating together in leadership
- Latter two items deferred to next month's meeting.

**MONTHLY REVIEW: STAFF-BOT COORDINATION:** Aligning staff development, initiatives, activities with the Board's activities and responsibilities:

Amanda Graff:

- Looking forward to new year of RE (religious education). Approximately 80 children enrolled, similar to last year's enrollment. Anticipate 125-130 to be enrolled; enrollment reminder will be sent.
- This will be her 1<sup>st</sup> COA (Coming of Age) cohort; Children's RE Committee has restarted
- The search for the ADRE (assistant director RE)/Youth Coordinator has resumed; there is a candidate already.

- Continuing to work on developing structure, expectations to support RE teachers, youth and volunteers in the classrooms.
- Also continuing to work with families to support children with special needs.

Erin Splaine:

- Attended El Paso Moral Monday Movement with Rev. Barber. Approximately 10 FUUSN members attended. Plan to speak to congregation.
- Rowan Van Ness is in Divinity School is pursuing ministry studies. Needs a congregation sponsor. Rowan will make a formal request to the congregation for sponsorship. There is no immediate monetary impact, though there may be future budget requirements as there were for Rebecca Hines and Dani Negus. She may preach once a year.
- Requested medical leave. She has surgery scheduled for September 10; support is all lined up. Will send information to the congregation to keep the community apprised, to include encouraging congregational awareness of the workload the staff are carrying in her absence. Has met with the lay ministers, who will assist with coordinating communication.
- Demie motioned to approve medical leave from September 8-October 15, with flexibility to include extension if needed; Brooke seconded the motion; passed unanimously

GOVERNANCE/FINANCIAL: Urban Larson, Board of Investments (BoI). Handouts: Policies and procedures, original, with February 2013 update, and update and revision June 2019.

- Board update and discussion of revised Board of Investment policies and procedures.
- Board vote on revised BOI policies and procedures.
- The current BoI is Urban, Devon Welles, and David Griswold. They have worked to revise and update the BoI policies and procedures to bring them up to date, clarify, and make them congruent with current practice.
- The endowment is well invested; Devon has done a lot of work to update the management and recording the various components, especially the restricted endowments.
- The updated policies redefine targets, allocation, and benchmark. There is a loan policy included to manage internal loans as needed as requested by the Finance Committee.
- Account formerly had endowment and reserve (operations, building and grounds, sabbatical) in one account; reserve has been separated out, to improve ease of management. The checking account for Operations is managed by Judy Curby, Treasurer.
- The BoI manages 4 accounts:
  - The general endowment. We can use the interest, but cannot spend the principal.
  - The restricted endowment, which is ~\$300,000.
  - The Board designated endowment, established 2 years ago for a \$40,000 bequest.
  - Operating funds/reserve. Donated stocks are immediately sold and transferred to the operating fund.

Discussion points included:

- Whether there are policies to address stock divestment; our endowment is relatively small, FUUSN does not hold individual stocks as does the UUA; FUUSN may have the UUA manage our funds, but UUA would charge a fee, and our rate of return is better.
- The BoI updates the BoT annually per policy; Urban will update the BoT twice a year in accordance with the Board's and Urban's preference.
- Demie will serve as the BoT liaison.
- Demie motioned to approve the update and revised policies and procedures, Christine seconded the motion; passed unanimously

**PROCEDURAL/COMMITTEE CHAIRS VOTE:** Board vote on committee chairs:

- Finance: Karen Bottar and Brian Gill
- Building and Grounds: Laurel Farnsworth
- RE Council: Stephanie Kendall

Brooke motioned to approve the committee chairs, Ted seconded the motion; passed unanimously

**PROCEDURAL/BOARD REPRESENTATION AT OPS COUNCIL:** Confirm Board member sign-up for representation at Operations Council meetings:

- Chris sent a message to the Board members to sign up for the dates for the Operations meeting.
- Brooke will create a sign up for Board members.

**GOVERNANCE/STEWARDSHIP TEAM FORMATION:** Update from Stewardship sub-group:

- Revised Stewardship team charge
- Current status on recruiting for Stewardship team
- Additional action steps and target dates in forming stewardship team

Deferred.

**GOVERNANCE/MINISTRY REVIEW:** Update on Ministry Review and Next Steps

Deferred until after Erin's medical leave.

**PROCEDURAL/BOARD LIAISON ASSIGNMENTS:** Review and revise individual BOT liaison responsibilities:

- Finance Committee: Demie
- Nominating Committee: Christine
- Safe Congregations: Brooke
- Welcoming Congregation Team: Chris
- Personnel Policy Committee: Karen
- Parking lot/construction: Ted

- Stewardship: TBA
- Demie asked about RE: Susan Bartlett, Operations, is the point of contact, Brooke will serve as backup if needed

STRATEGIC/FINANCIAL: Update on Outreach Project to members

Deferred

Additional: Urban reported FUUSN has switched to 100% clean power per Operations' vote:

Demie had sign for Newton Power Choice, Laurel will post on FUUSN's lawn.

CLOSE

Meeting adjourned at: 9:07 pm.