

FIRST UNITARIAN SOCIETY IN NEWTON

Meeting of the Board of Trustees

April 14, 2015

Present: Gregg DiBiaso, Jonathan Reuman, Jacki Rohan, Lesley Sneddon, Bobbie Sproat, Cathy Morocco, Becca Lozinsky, Alison Costello

Absent: Rowen Van Ness

Staff: Erin Splaine

Member of Operations Council: Andrea Kelly

Members of FUSN: James Frances, Susan Timberlake, Cindy Mapes, Duane (Jim) Matthieson, Deborah Lawson

Clerk: Ruth Comstock

Invocation/ Chalice Lighting

Bobbie Sproat led the covenant reading and the inspirational reading.

Procedural

- Cathy Morocco made the motion and Lesley Sneddon seconded the motion to accept the following as new members to FUSN society: Bethany Allen, John Brennan and Devon and Brooke Wells. The vote in favor was unanimous.

- Jacki Rohan made the motion and Gregg DiBiaso seconded the motion to hire a new accounting consultant, Susan L. Brouillette. The vote in favor was unanimous.

- A motion was made by Jonathan Reuman and seconded by Lesley Sneddon to approve two more delegates to the General Assembly: Rosie McInnes and Naomi Olson. The vote in favor was unanimous.

Acting DLRE Report Submitted before meeting.

RE Council

- Intent is to plan fall retreat

- Our Whole Lives (OWL) for 5th grade and adult level to be introduced

- Passover Seder had 70 participants

- Teacher Training was presented last Sunday on classroom participation and music.

- Recruiting for next year has begun.

Minister's Update

The minister discussed the following:

- As a team, the staff attended training by the District on the theme of racism.
- Erin attended 12 pledge parties in March.
- The team to choose the Membership Coordinator is prepared to move forward with the process.
- 2/3 of the Annual Budget Drive Committee for next year have accepted the positions.
- The Youth Coordinator Position Team is also in place.
- The Multi-Cultural Ministry continues with a current focus on multi-racial families.

Membership Coordinator Search

Members of committee: Judy Zacek, Greg Sullivan, Erin Splaine, Andrea Kelly and Rachel Viscomi.

The search committee will review and revise the job description, which will be approved by the PPC. Upon approval, the Committee will post the job, review applicants, and present a finalist for a Board vote. We hope to have the position filled by August, 2015.

A motion was made by Cathy Morocco and seconded by Lesley Sneddon to finalize this search committee. The vote in favor was unanimous.

Annual Budget Drive

To date:

203 pledges have been made

\$407,000 has been pledged

74% of goal of \$550,000

Susan Timberlake requested that her pledge card be sent individually to her.

Gregg DiBiaso reported that the Fellowship dinner will be on May 16th with a RSVP needed by June 8th.

Financial Oversight Committee Update

- The job description for new Membership Coordinator will include the ability to quickly master the new Icon CMO database.
- Dan Brody and Jacki Rohan are remaining on the committee, and Dede Vittori is leaving the committee.

- One member of the Board needs to be recruited for this committee according to the bylaws.
- The job description of Assistant Treasurer needs to be expanded to
 - a) provide more assistance to the Treasurer
 - b) create a trained group of potential Treasurers

Leadership Development Committee

Cathy Morocco, Lesley Sneddon and Jon Reuman reported on updates to the Developing Leadership Team (DLT).

Several issues were discussed including:

Another call for self-nominations and nominations from other members.

Cathy has been talking to several potential members.

Nominating Committee

Bobbie reported that a list and descriptions of the positions for which nominations are sought for next year will be posted in the next FUSN Newsletter.

Finance Committee – No report.

Board Projects

- **The Next Steps Weekend Report** - A strategic planning process facilitated by Mark Ewert may be conducted in the fall. It will cost \$5000.

Lesley Sneddon, Jonathan Reuman and Cathy Morocco will meet to present ideas at the next Board meeting on how to proceed with the Next Steps process.

Decisions need to be made on:

The congregational summary

Methods to disseminate information

Developing a plan to move forward

This could include another congregational meeting

The Board and Operations Council may meet together in the fall.

- **Communications Revamp**- No update
- **FUSN goals and “slogan”**- No update
- **Small Group Meetings**- These meetings have been concluded

- Bylaw proposal made by FUSN member James Frances

Gordon Moriarty wrote a letter to the congregation convening a discussion on April 26th to discuss the proposal for changes to the Bylaws.

The Personnel Policy Committee (PPC) is of the opinion that it should not make a change to the Personnel Policy Manual, as to FUSN's employment related non-discrimination policy, until after the congregation has spoken on the subject of protected groups for membership purposes.

The PPC also suggested that the anti-discrimination portion of the current Manual is the only actual policy in the Manual. The rest is what's often referred to as an "Employee Handbook" and consists of procedures and timetables regarding topics such as accrual of vacation days, etc.

If the anti-discrimination policy is duplicated from the Manual and added to FUSN's website (e.g. Policy and Information Issuances), then it would be visible to the society on the website. Jacki suggested that other policies may exist within the Manual as well.

Future Board meeting

A second May board meeting may be needed for review and approval of the FY16 budget, after it has been reviewed and revised by the Operations Council and the Finance Committee.

Closing

The meeting was adjourned at 9:23 PM

Respectfully Submitted,

Ruth Comstock, Clerk

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