

FIRST UNITARIAN SOCIETY IN NEWTON

Meeting of the Board of Trustees

January 13, 2015

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

Absent: Alison Costello

Staff: Erin Splaine, Rowan Van Ness

Member of Operations Council: Jeannie Chaisson

Clerk: Ruth Comstock

Invocation/ Chalice Lighting/Introductions/Check-ins/votes

Bobbie Sproat led the covenant reading and provided the inspirational reading.

Board Work

1. Board Meeting Minutes will soon be sent out for approval.
2. Motion to amend FUSN policy Issuance 2010-10, re. Hiring From Within the Congregation, to read as follows:

FUSN members and friends (those who pledge but are not members) and family members and friends will not be considered for employment for the following positions at FUSN: Minister, Assistant Minister, Director of Religious Lifespan Education, Assistant Director of Religious Education, Music Director, Administrator, Membership Coordinator, Organist, Youth Program Coordinator, Children's Choir Director, Paid Soloist, Accountant or Bookkeeper.

This adds "Accountant or Bookkeeper" as requested by the Financial Oversight Committee and removes the phrase "(Wendy Berenson is grandfathered)" to clean up the original Issuance. Assistant Minister is also added.

A motion was made and seconded to vote on the amendment. The vote in favor was unanimous.

Acting Director of Lifetime Religious Education's Update

Rowan discussed the programs and activities underway:

- Sunday School projects included a successful Christmas Pageant and music being included into the Sunday School program.
- COA is learning spiritual practices, hosting a frozen food sale and will be part of the upcoming Sunday service.
- The Youth Group will be hosting the Coffee House on March 7, 2015.

- The RE Council discussed how to increase engagement with families and within the council. They are considering workshops on Music and Behavioral Issues within RE.
- The Board approved for Rowan to discuss with the Operations Council and the RE Council the issue of successfully handling medical issues and allergies (e.g. peanut) within the church community, especially as they effect RE.

Minister's Update

The minister discussed the following:

- Thanked the Board for her allowed medical leave.
- In the absence of an assistant minister, four Sundays will have guest ministers to replace assistant minister, the Member Services Committee will plan the Family Fun Nights, and Erin will help out with Membership and other volunteers. It is unclear who will fill in for Communications and the Website committee roles.

Finance Committee *See Kevin McCormack for separate report dated 1/7/2015 FUSN Long Term Plan

Please refer to 5-page Long Term Forecast Report presented to the Board by Kevin McCormack and members of the committee.

As members of committee were sick, the Board discussed some of the larger issues including the role of Assistant Minister and whether this position should be left in the budget. The Board is leaving this position in the budget.

Annual Budget Drive Information. * See David Morocco for separate report dated 12/9/2014 FUSN Stewardship Model and Timeline

Co-Chairs: David Morocco, Linda Rinearson, and Urban Larson.

Please refer to the 3-page FUSN Stewardship Model and Timeline for 2014-2015 presented by the co-chairs.

No report.

Financial Oversight Committee Update

No report

Leadership Development Committee

Cathy Morocco, Lesley Sneddon and Jon Reuman presented the Preliminary Report on Leadership. The proposed next steps are to 1) conduct a Mission/Strategic Planning session in April/May, 2) Focus next year on redesigning the process by which the Nominating Committee carries out its work, including selecting a leader for the Nominating Committee, informing the congregation of roles, gathering information about qualified candidates, selecting and identifying support needs. With this focus in mind we will develop a job description for the Leadership Development Committee.

Permission was given by the Board to the LDC Committee to explore various approaches to Mission/Strategic planning, including working with Mark Ewert.

Board Projects

- The Preliminary **Next Steps Report** was discussed with Board approval for exploring the costs for the project to be implemented. The report will be discussed in detail next month.

- **Communications Revamp**- no update

- **FUSN goals and “slogan”**- Becca Lozinsky and Jacki Rohan presented the FUSN Slogan form which will be presented to the Children’s RE classes, COA and Youth Group in February. The information gathered will be integrated with the Next Steps recommended strategic planning process, if and when it is pursued.

- **Conflict Resolution Group**- no update

- **GA Delegation Selection**- Bobbie Sproat reported that Kate Mason will implement a system to advertise the information for the Portland, Oregon, GA conference June 24-28. FUSN members interested in being a delegate will contact her and a slate will be presented to the Board at the February Meeting, before the March 1 opening of early conference registration and the housing registration system and in recognition of the April 30th Early Bird Registration deadline. .

Bylaw proposal made by FUSN member James Francis

Jim Francis asked the Board to consider adopting the UUA nondiscrimination bylaws. He asks that this language and these policies be added, included or highlighted in the Personnel Policies and Membership Bylaws and be included in written materials distributed by the church.

Bobbie Sproat and Jacki Rohan will research and discuss this issue with the Personnel Policy Committee and review the Bylaws and report to the committee and to Jim Francis.

Small Group Discussions

A draft proposal was presented by Bobbie Sproat from Dwight Golann on **An Outline for a FUSN small group discussion** regarding events and disagreements within the congregation of the last 2 months. Erin will discuss this proposal with the Committee on Ministry and spearhead this proposal. Bill Horne and Jon Reuman will work with her.

Closing

A motion to adjourn the meeting and start the Executive Session was made and unanimously approved at 9:37 PM.

The Executive Session was called to consult with the minister regarding a personnel issue. Karen Davis, from the Personnel Policy Committee, was a guest during this session.

A motion to adjourn Executive Session was made and unanimously approved at 10:51PM.

Respectfully Submitted,

Ruth Comstock, Clerk

v.030915