

**First Unitarian Society of Newton  
Board of Trustees  
March 9, 2010**

Present: Dede Vittori, Pat Rohan, Adrian Bishop, Alan Cody, Jonathan Lillienfeld, Barney Freiberg-Dale, Phil Davis, Susan Bartlett, Jeannie Chaisson;  
also present: John Nichols, Barb Greve, Laurel Farnsworth, Bart Wright, Alex Marks-Katz

Meeting was called to order at 7:35 PM

**Invocation/Chalice Lighting (Dede)**

**Covenant**

As we, the members of this Board and staff gather to serve this congregation in leadership, we commit to ourselves and to each other: to be present and prepared for the work of this meeting; to listen well and contribute respectfully; to balance both our short and long-term visions with fiscal responsibility; to support the decisions of the Board; to uphold the democratic process; and to lead with goodwill and faith in the work we can accomplish together.

**Administrative (Adrian)**

- Vote on new members – the Board voted unanimously to accept all of the following new members: Holly Haynes, Charlie Watts, Wendy Haskell, Bill Kelly, Vanessa McClinchy, Garen Corbett, Gordon Moriarty. **Adrian took the action item of sending the list to Fran.**
- Children’s Chapel Anonymous donation - the Board voted unanimously to accept the anonymous donation of \$2,000 for stackable chairs for the Children’s Chapel.
- Celebration Weekend update –
  - In response to the COA PR committee asking for one or two Board members to join their committee and to be instrumentally involved in the promotion of Celebration Weekend, Adrian let the Celebration Weekend committee know that the weekend planning isn’t considered a Board issue. However, in response to these requests, Adrian did agree to be copied on all COA PR committee emails.
  - Carl Metzger has agreed to join the committee representing the Ministerial Search committee.
  - **Barb will reach out to the committee to ensure his is involved and informed of their activities**

- It was suggested that the RE Council be included in the Celebration Weekend committee to help coordinate activities. Kim Shanks was mentioned as a possible representative.
  - **Adrian took an action item to talk to Linda Marks to convey the sense of the Board**
- Board Email update – deferred

### **DLRE Search -**

- Barb previously sent out a sample DLRE search timeline.
- There was a discussion of the training and capabilities of Credentialed vs. non-credentialed DLRE's who have less formal training. John volunteered that FUSN might need a Credentialed DLRE to continue to support the current level of our adult RE programs. **It was decided to defer the decision on the level of the DLRE until the new minister is called.**
- A discussion followed on how best to populate the new committee. It was noted that the search committee for our current interim DLRE was Board approved. A sub-committee was established with Phil and Dede volunteering to participate. Barb suggested that a youth or COAer be involved. It was also suggested that Kim Shanks be included. **The goal of the committee is to have the actual DLRE Search committee selected by the end of this church year.**
- A discussion ensued on how to handle internal candidates for the DLRE position. The sense of the meeting was that internal candidates should be given a yes / no answer before starting the external search. Much discussion followed on the relative merits of considering internal candidates and the potential for divisiveness. A brief discussion about establishing a FUSN policy of whether to consider internal candidates for any paid position took place but further discussion was postponed until the next Board meeting. **Adrian took an action item to discuss this potential policy change with Karen Davis of the Personnel Policy Committee**

### **Board Retreat Priorities Updates**

#### **Governance Update**

- Adrian provided an overview of the work of the governance policy sub-committee and its work products. Barbara Bates was asked to join the sub-committee to provide governance expertise and continuity from the original governance study group. Adrian explained how the effort transitioned from the four documents of the governance model from last Spring (Ends Policies, Governing Policies, Limitations Policies, and Reporting or Linkage Policies) to a new model comprised of the following (Congregational Priorities (reworked Ends), Board of Trustees Governing

Policy, Operations Council Governing Policies, Staff Governing Policies, and Limitations Policies).

- Jonathan led a lively discussion primarily focused on the Limitations Policies and the OC Governing Policies. Many disparate opinions were voiced but no decisions were reached. Critical issues discussed but subsequently tabled for later discussion were the responsibility for and formation of a grievance process and several issues surrounding financial and contractual directives concerning oversight and required reviews. The sub-committee will review the documents with the comments from the Board in mind and then set up a dedicated meeting to review the updated Governance Documents with the Board.

**SAC Process discussion (Dede / Barney) – deferred**

**Membership Definition (Phil / Pamela) - deferred**

Regular meeting adjourned at 10:44 pm.

An Executive Session of the Board was then convened and adjourned at 10:52.

Respectfully submitted by Jonathan Lilienfeld, Vice Chair

## Action items