

**First Unitarian Society of Newton
Board of Trustees
April 13, 2010**

Present: Dede Vittori, Pat Rohan, Adrian Bishop, Alan Cody, Jonathan Lilienfeld, Barney Freiberg-Dale, Phil Davis, Susan Bartlett, Jean Chaisson, Pamela McA’Nulty, Will Bachelor; also present: Barb Greve, Linda Severin, Karen Davis

Meeting was called to order at 7:32 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)

- Ratification of email vote on new members, 23 in all: Karen Bottar, John Brennan, Don Buonagurio, Garen Corbett, Alan Crosby, Sondra Crosby, Joan Gilbert, Brian Gill, Kevan Hartshorn, Wendy Haskell, Holly Haynes, Bridget Hess-Mahan, Brian Hicks, Bill Kelley, Jennifer Lerner, Vanessa McClinchy, Gordon Moriarty, Marcia Cruz Redding, Stephen Redding, Russell Robinson, Ben Rosenberg, Carrie Vanderlaan, Charles Watts. Membership date of 4/04/2010. Motion carried unanimously.
- Board email update: having an archived email system is important. Now have new email account link on web site, forwarded to Jonathan’s and Adrian’s private accounts. The address is also published in the Order of Service.
- Upcoming events/schedule (Adrian/Pat): new events posted on BOT calendar. Other events: 2 BOT meetings in May
 - May 4th: BOT meeting
 - May 11th: BOT/OC/Finance meeting with candidate minister Erin Splaine
 - May 14th: Search committee reception for Erin Splaine
 - May 15th (Saturday): two COA celebrations with luncheon in between
 - May 16th: congregational vote on candidate minister; vote restricted to members.
 - May 18th BOT meeting.
 - May 21st: UUA President Reverend Morales at FUSN.
 - May 23rd: John Nichols to be honored at service, followed by barbeque.

- May 27th: John Buehrens to speak on his new book on UU theology in modern times.
- May 29-31, Memorial Day weekend, Sandy Island retreat
- June 6th: (Sunday) annual meeting
- June 6th: brief BOT meeting of newly constituted Board following annual meeting
- Piano purchase (Pat/Linda Severin): In previous meeting, BOT voted to approve \$50K anonymous donation to buy new piano for sanctuary. Now a vote sought on the actual purchase. Music committee has been actively searching for months. Recent opportunity to purchase well-maintained piano owned by town meeting member in Wellesley. Used Steinways of this type are very hard to come by and new ones are not within our price range. The piano has an original asking price of \$30k, but that could go up depending on who else may be bidding on it. Process: music committee met on Sunday and delegated authority to subcommittee to make recommendation. Next step is to see the piano. Lois Shapiro and John Rohrer (piano technician) will assess it. Decision must be made quickly. Music committee may need 24-48 hours to discuss, particularly if repairs are necessary. When assessing piano, subcommittee would like BOT authorization and \$3K check to hold sale until subcommittee completes discussions. Draft contract circulated to BOT. Contract identifies piano by serial number; standard Massachusetts contract. Need documentation of moving company insurance for in-transit. Must be insured as soon as FUSN takes possession. Motion: authorize music committee to move on purchase of piano up to \$50K total cost (purchase, repairs, delivery). Motion carried unanimously. Linda's work and that of the committee was recognized by the Board.

PPC Updates (Karen Davis)

- Staff salary planning for FY11: Karen presented her research on market conditions from surveys conducted by three firms over the last year, including not-for-profit organizations and for-profit businesses. Staff reductions or hiring freezes were common, and budgeted increases ranged from 1.8-2% last year. UUA recommendations were for no increases in FY09-10; FY11 recommendations depend on congregation size and Geo-Index. At 376 members, FUSN is mid-size. Historically FUSN was Geo-index 5, but two years ago was lowered to Geo-Index 4, where it remains. (See UUA web site). Based on this, Karen recommends this year 2-2.5% salary increase if fundraising is successful. Membership coordinator position is not in the budget this year; Board suggests adding a 16-18-hour / week position for 6 months, which Karen will do.
- UUA recommends against hiring from within the congregation. Motion: establish a policy that precludes consideration of FUSN members and friends, or family members of FUSN members and friends, for consideration for employment of the following positions: minister, DLRE,

assistant DLRE (Wendy is grandfathered), music director, administrator, youth program coordinator, organist, membership coordinator, paid soloist. Motion carried unanimously.

Budget Process

- In light of new governance structure, how will budget process differ? Ops Council drafts budget, BOT reviews and discusses larger issues. Bill will have draft budget for OC by next week. Since canvass numbers change until the very end of budgeting, impose a date by which the budget is finalized, but discounted by a small percentage. Major decision will likely be around the membership coordinator. Two meetings each for BOT in May (as usual) and OC will be scheduled, but the second meetings may be canceled if not needed.

DLRE Search – All

- Request letters of interest by May 9 for 7 applicants.

Board Retreat Priorities Updates

- Social Action (SA) Process discussion (Dede / Barney):
 - Draft recommendations circulated. Barney and Dede gathered information on: a) status quo of current total programs; b) what our membership stated about social action; c) survey of selected congregations and what their programs look like.
 - FUSN: 10-15% of congregation lists social action as major focus; most of congregation regards it positively but not core. Seven objectives to improve focus of SA, most through congregational involvement: a) increase congregational awareness of SA done by FUSN; b) increase support for SA from congregation in money and time; c) unification of congregation in pursuit of recognized and agreed-upon larger good outside our community; d) broaden and deepen congregational commitment to FUSN as an organization; e) create body that can speak on behalf of FUSN as a whole with respect to policy advocacy or other matters of interest; f) focus efforts to have greater impacts in matters of choice; g) fuse social action program with spiritual growth – “faith in action” or “social action ministry”.
 - Met with SAC on Sunday. Three focus areas: gap in congregation level of social action; gap in decision making; funding is diffuse. Current SAC doesn’t have the legitimacy of having been voted on by the congregation. Proposed recommendations are to support SAC, and SAC is positive about these recommendations. Ensure FUSN is a contributor (involvement, not just money) in UU denominational organizations. Priorities should be congregation-wide and intergenerational. Current activities can be organized along several themes. Example of model: see handout on “why a new structure?” Propose task forces, with SAC membership from each task force plus

3 at-large members from congregation. Brings social action into church, not just outside of church; includes families, not just individuals. Should coordinate with RE. SAC will report to Ops council.

- Membership Definition (Phil / Pamela)
 - Recommends to BOT:
 - move forward with Leadership Development Committee (LDC)
 - Set new member goals; consider congregational meeting to vote on this
 - Propose change in by-laws: members must make “contribution of record” annually
 - Roles of membership committee discussed
 - Recommendations to OC:
 - Develop budget for Membership Coordinator
 - Develop, delegate and implement membership affinity activities (e.g. picnic, FUSN T-shirt)
 - Support Membership Committee (MC) to broaden visibility
 - Define MC roles
 - Next steps: current job description to new minister; find new leader for committee
- Governance – Adrian/Sue/Jonathan – deferred. Adrian will forward DRAFT LDC charter to all BOT for comment. Discussion at next meeting.

Meeting adjourned at 10:17 pm.

Respectfully submitted by Lesley Sneddon, Board Clerk