

FUUSE Board Minutes
Wednesday, January 12, 2011

Present: Deb Merick, Chair; Frank Heffron, Vice-Chair; Skip Berrien, Bob Moore, Susan Gorman, Jonathan Winsor; Rev. Kendra Ford, *ex-officio*

Absent: Margaret O'Day

Check-in & Chalice Lighting

Approval of meeting minutes – Dec. 8 unanimously approved

Update from Program Council – Bob Moore, who was BOT Liaison to the January Program Council meeting reported that he had explained to the PC that the BOT is dealing with a budget shortfall. He also notified the council that the BOT is pursuing Policy Governance as organizational structure at FUUSE, and addressed some questions regarding the intent & parameters of this method of running the church. Highlights of the meeting included:

1. RE has rehearsed the fire drill procedure w/children in preparation for FUUSE's 1st fire drill.
2. Church auction is on; no date set as of date of the PC meeting.
3. Choir use of LEGO League room for rehearsal on Sunday is now permanent; all involved from RE, Choir & Team FUUSEion find this workable

Minister's Report Kendra distributed copies of an article on the process of visioning in the Religious Education Program that the RE Committee members are eager to have read prior to the Visioning Event planned for January 29th.

Update on Lifespan Visioning (5 minutes) Deb shared a tentative program for the event that will be facilitated by NNED RE Consultant Jen McAdoo.

Nominating Committee (Frank) Frank asked the BOT to approve the NomCom's plan to involve more people in the nominating and leadership roles by placing an open letter explaining the process and needs that will be published in the weekly E-FUUSE and insert to the Order of Service. The plan passed unanimously

Sexton: Skip presented a summary of the process to hire a new Sexton

Motion to hire Stephen Arsenault, with provision that he be paid for hours worked, up to 10/week, passed unanimously.

Skip further mentioned that the Personnel Committee requests one member of the BOT to read the entire Personnel Manual that the committee has spent considerable time revising. Frank volunteered to do this. Particular issues the BOT will be asked to approve include time-keeping for exempt EEs, Insurance Options, Sick time/Family leave/Bereavement leave policies, and termination policies.

Pledge Drive update Finance and Pledge Drive Committees have met and agreed to set a goal increase of 3% in pledges over FY2011.

Budgets Frank offered a review of Budget information for FY 11 with projections from the Finance Committee showing a \$28,352 shortfall, as well as their suggestions that some expense accounts currently in surplus be frozen to minimize the shortfall. Additional suggestions include cutting Fair Share to the UUA Program Fund, going to Congregation with need to increase all pledges by 10%, (projecting that the result might be 5%), and fundraising to raise \$8,000. Projected Budget for FY `12 is currently to take 5% from interest in Fidelity Investment Account, and 1% of Vanguard. Frank suggests increasing this to 7% each.

Discussion followed. Skip offered the view that the BOT be of one voice when speaking on budgetary matters. Suggested response to the FinComm is that the Board is aware of the budget situation, has a plan and will be in touch to convey that following the BOT Planning Meeting on January 26. Bob proposed that appreciation be expressed to the FinComm for its work.

Miscellaneous Deb proposed that BOT members, with other Society leadership, host a number of teas (or other social interaction) to meet and talk with a cross section of the congregation as a support for the upcoming Annual Pledge Drive.

Chair Deb Merrick called the Board of Trustees into Executive Session at 8:45 PM

Recap of directives and assignments

Action and/or issue	Responsible Party and/or target date
Review of Policy Manual Revisions	Frank Heffron, within one month
Policy Governance Info from Dist Exec. to Board	Deb Merrick, January 20

Meeting minutes taken by Pat Baker, FUUSE Office Administrator