

FUSN Board of Trustees
Tuesday, 8 November 2016
Children's Chapel, 7:30 PM

<p>Staff: John Nichols, Minister Rowan Van Ness, DLRE</p> <p>Board: Cathy Morocco, Chair; absent Brian Burba, Vice-chair Gregg DiBiaso Sara Fazli, Youth Josie Greene Eric Haas Julianna Lakowski, Youth Lesley Sneddon, Co-chair Clerk: Kit Ryan</p>	<p>Operations Council: John Brennan Visitors: Jennie Lerner, Devon Wells, and Andrew Morse, Adult Faith Formation Task Force</p>
---	--

Meeting began at 7:30

Highlight:
The Adult Faith Development Task Force Presented their work and conducted a focus group with the Board.

Chalice Lighting/Reading of Covenant: Lesley Sneddon

Check-in

Procedural

- Approval of October minutes deferred pending review of edits

Staff Update

John Nichols, Sabbatical Minister

- John notes that he is enjoying his time at FUSN. He has not heard concerns about any potential negative impacts his part-time status may have, and continues to attempt to hold to his 20-hour per week schedule.

Rowan Van Ness, Director of Lifespan Religious Education

- Children's RE (religious education): The RE Council has concerns about having only one council member with a child in the current program. The Council has formed a Children's RE Subcommittee and it has generated a very positive response.

- The first RE Council meeting is planned for November 22, and the focus will be on aligning RE vision with the Board vision, with less emphasis on tasks.
- COA (coming of age): Matt Cuddy and Katya Salvederare are doing a great job.
- Youth Ministry is working on the ongoing issue of low youth program attendance. Are there competing issues? What does the congregation envision for the Youth Program?
- Family Ministry is discussing how to effectively incorporate relevant issues into family discussions. For example, how should families talk to children about the elections?
It is encouraging to see the number of new families at FUSN. A FUSN FaceBook Family group is forming, fostering greater connection among families. RE registration numbers are growing
Rowan is receiving positive feedback regarding the 4th grade RE teacher.
- Rowan attended the LREDA (Liberal Religious Educators Association) conference. There were discussions about how to bring a spiritual dimension to difficult topics such as money, death, sex, race. How should we discuss these topics with children and teens?
- Rowan expressed appreciation for Beth and Dani, who have been excellent to work with. We will start search to replace Dani, who is moving to an internship this spring.
- Member Services sponsored the Halloween Party, which was fun and well attended by all ages. It provided a way to foster connections among new/younger families.

Board Updates

- Gregg DiBiaso reported on the Financial Oversight Committee (FOC), which includes Jacki Rohan and Dan Brody. The FOC held no meeting in November. The FOC has drafted a records retention policy and submitted it to the Operations Council. The FOC Reviewed FUSN's endowment policy: Ongoing (FOC) discussions outlining terms of loans against unrestricted endowments; specific topics include payback timelines and associated interest rates. The Committee strongly urges an audit by a CPA prior to embarking on a capital campaign.
- Endowment spending and asset management: Discussion of the Yale Rule, accompanied by a handout to Board members depicting a more stable investment in times of economic fluctuations, recommendations to go to the Board of Investment. Brian stated the Yale Rule would entail some change in financial management.
- There was discussion, with input from John Brennan, about ongoing database concerns regarding Icon vs Realm. Rowan stated that Icon has been in place 3 years. This database was selected with minimal staff input, resulting in insufficient capability to handle all of FUSN's needs. Ash devoted a lot of effort and research into Realm's selection, which is more user-friendly and better addresses RE's needs. Ash's departure has resulted in an absence of a current staff member "driver." Ash surveyed other congregations; Shelburne congregation is using Realm currently. FUSN currently is subscribing to both.

John noted that Icon works for financial management, but there is major concern about transitioning financial records to Realm. The goal is to have one system that manages all FUSN's needs: financial, membership, RE, and others. Next steps: Judy Curby will assess the issues of financial migration to Realm; Operations will then make a recommendation to the Board.

- Update on Membership Coordinator hiring: an offer has been made to a candidate, who is now evaluating the offer.

Generative / Strategic

Presentation of Adult Faith Development Task Force Work.

Adult Faith Development Task Force (AFD TF). Jenny presented a summary of progress to date, and distributed the following documents: 1. FUSN AFD TF overview; 2. Agenda, 3. Introducing the AFD TF, 4. AFD Ferry Beach meeting, 5. Things that nourish our faith.

The Task Force's mission is to recommend ways that FUSN can help in meeting spiritual needs. The Task Force is in the data collection phase, which ends February 17. Initial data collection is in the form of focus groups, which have worked well and enjoyed by participants. In addition, Peggy Ellertson is conducting 1:1 interviews. At all focus groups there is a scribe, who records the conversation, but without attribution. The TF members have found enthusiasm for the process among the congregation.

Andrew was involved in additional data collection, reviewing how other UU congregations and UUA groups have addressed adult faith. The final survey is being developed, based on the results of the focus groups and 1:1 interview. It will be available on paper and electronically. The activity streams have generated data, but also have been meaningful for the participants. The process itself has been spiritual.

During the meeting, the Task Force engaged the Board in the same focus group activity, which was also recorded. Board responses reflect the larger FUSN Society in their diversity. Some emphasized their love FUSN as a community of support and shared value, while others talked about FUSN's importance to them as a religious, spiritual space. The Task Force members noted that it was lively and a valuable experience for the Adult Faith Formation group, in seeing how the bonds and trust among the Board members enabled them to speak freely and express different viewpoints. As a result the task force will try to conduct their focus groups within groups, such as meditation gatherings, where people know each other.

The Task Force outlined their next steps, to synthesize and analyze the data collected. They will present recommendations next fall.

Close

Members appreciated one another's and their own growth toward their Board leadership goals.

Meeting adjourned at 9:30 PM