

**FUSN Board of Trustees**

Tuesday, February 14, 2017

Children's Chapel, 7:30 PM

<p><b>Staff</b> Erin Splaine, Minister (Sabbatical) John Nichols, Sabbatical Minister Rowan VanNess, Director, Lifelong Religious Education</p> <p><b>Board</b> Cathy Morocco, Chair Brian Burba, Vice Chair - absent Gregg DiBiaso Sara Fasli, Youth Josie Greene Eric Haas Julianna Lakomski, Youth Lesley Sneddon <b>Clerk</b> Kit Ryan</p>	<p><b>Visitors</b> Susan Bartlett, Ops Council Suzanne diCarlo, Annual Budget Drive</p>
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**MEETING HIGHLIGHTS**

**Welcoming Congregation Event: Radical Inclusion Workshop by Cindy Beal**

**What skills, talents and attitudes does a Board member need?**

**What is FUSN's purpose? Does "Mission" matter?**

**Invocation/Chalice Lighting/Reading of Board Covenant 7:37PM**

**Check-In**

**Staff Updates**

*John Nichols*

Tonight is John's last Board Meeting. Erin returns on February 20th, and her first sermon will be on February 26. John will be meeting with Erin on the week of the 20th for "handover." John has enjoyed the warmth and hospitality of the congregation in his role as Sabbatical Minister.

*Rowan VanNess*

- Dani will be graduating this spring and has an internship at Davis. Dani, Rowan and Dana Hanson are working on a job description for Dani's position. Clark Lakomski (brother of Board member, Julianna) will be on the search committee to provide a youth perspective. The hours for this position will increase from 10 to 15 per week. The Goal is to have a candidate by May 1, 2017, to enable Dani to help with the transition.
- RE Parents are holding discussion meetings, grouped by parents of 4th-7th grade and high school students. Parents raised very different issues based on the age group of their children. Parents of high school students have held one meeting and plan to meet monthly. They are accepting of the students' level of involvement in FUSN. Parents of 4<sup>th</sup>-7<sup>th</sup> graders are concerned about a wider range of issues and hold more varied positions.
- Coming of Age(COA). An incident occurred in January while youth and mentors were at a host's house. Parents of the kids are aware of the incident. Students are in conversation with all parties involved. Discussions have included the importance of trust and UU values.
- The Adult Faith Formation Task Force members are in the process of summarizing their results and will present at the upcoming March Board Meeting.

**Our Stewardship.** Board members presented FY18 pledges to Annual Budget Drive; Suzanne diCarlo represented the ABD to receive the pledges and took a photo.

**Board Updates**

*Welcoming Congregation Implementation Team (WCIT). Eric Haas (Handout: Email update from Chris Krebs)*

The WCIT has planned two congregational activities for the spring. The ideas solidified in a leadership meeting where Chris, Eric, Cathy, and Josie discussed ways to move the implementation forward. The most important is a workshop on Radical Pre-emptive Inclusion, which Rev. Cindy Beal will lead (now scheduled for Sunday, May 7; she will also be sharing the sermon with Erin at that morning's service). Signup list for workshop will be available.

VOTE: to make available \$800-900 from the Board budget to pay for the workshop. Yes vote was unanimous.

- The second idea is a an online web course on transgender inclusion from the UU Leadership Institute. The Board discussed the importance of informing and engaging the congregation around these events, particularly given that the end of the church year is approaching.

- Eric shared a written update from the WCIT chair, Chris Krebs, that discusses the progress of the implementation team. Cathy will discuss the team's budget needs for FY18. The next meeting of the group is Thursday, February 16.

*Archiving of Board Documents. Lesley Sneddon.*

This report by Lesley Sneddon and Barbara Bates will take place in April.

*Our interest in Syrian Refugees. Josie Greene*

*How might we help Immigrant/Refugee communities in light of recent changes in US*

*Immigration Policy?*

Josie met with Dick Bail to listen to his suggestions of the ways FUSN might play a role in supporting immigrants, refugees and Muslims, given the evidence of rising negative attitudes in our country. FUSN might take a number of different paths, and in this regard and gathering information. The Board thought that a next logical step would be to gather ideas from additional members of the congregation and get Erin's input.

1. The UUA has developed a step-by-step guide to congregations that wish to become Sanctuary Congregations. <http://www.uua.org/immigration/witness/partners/newsanctuary>
2. Refugee Immigration Ministry (RIM). This program invites faith communities to form a "cluster" of support for an individual family. Temple Reyim and First Baptist Church in Newton are looking for partners who are currently mobilizing support for a refugee family.
3. Leslie Schick (In a Newton Tab article), born in Turkey and currently a Newton resident, travels to Greece four times a year to support incoming refugees. She is looking for a partner church or community group to support her relief trips. She has offered to come to FUSN to talk about current refugee crisis in Chios, Greece and the ways in which larger, traditional relief organizations fail to effectively assist families.
4. A number of Boston area organizations that assist with refugee relocation and advocacy are seeking support and partnerships.
5. A program, "Meet your Muslim Neighbor," provides opportunities to connect and develop relationship with Muslim families. Ideas might include sharing a meal and educational speakers.

### **Generative**

*What talent, skills, and attitudes does the Board need? Notes to the Nominating Committee.*

Cathy reminded the Board that Lesley and Gregg will be completing their three-year terms at the end of May and that the Nominating Committee (NC) is in the process of recruiting candidates for these two positions and other officer positions. Cathy recently responded to questions from the Nominating Committee Chair, Sheila Ardery, who asked “what skills do Board members need?” For example, what specific legal, financial, or personnel skills, should be sought in a search? Cathy responded that the Board reflects the demographic diversity of the congregation and should bring varied backgrounds, views and life skills. Board members work together as “generalists” who can draw on expertise from the congregation and specialized committees that the Board forms, such as the Board of Investments and the Financial Oversight Committee. The Board is a visioning body that develops policies consistent with FUSN’s mission and vision, and is ultimately responsible for FUSN’s financial health.

Cathy led a brainstorming session to generate a list of skills and qualities to seek in Board members. The list will contribute to a job description of Board members.

- Use “big picture” thinking skills.
- Attend Sunday services more often than not.
- Stay above the fray when disagreements arise.
- Set aside personal concerns to focus on the good of the community.
- Focus on our mission and values, and possess the courage of their convictions.
- Maintain boundaries and safety of members
- Engage in solving problems
- Make themselves approachable to the congregation
- Encourage two-way communication
- Listen with an open mind
- Think critically about information
- Read and accept the Board covenant

*What is FUSN’s purpose? Does it matter? Board discussion to share ideas*  
(Handouts: What is FUSN’s Purpose? And Sample Mission Statements).

Cathy opened a discussion of FUSN’s mission by commenting that consultant Mark Ewart had noted in his Next Steps Final Report that FUSN lacks a clear mission statement. He argued that, in order to conduct a Capital Campaign in the future, we need to be able to state who we are and what we stand for. This message has a direct impact on potential donors’ motivation to contribute to a capital fund drive.

Rowan referred to her book, *Think Orange: Imagine the Impact When Church and Family Collide*, by Reggie Joiner, in commenting that (ROWAN Is this the correct title for the orange book? And do you recall your comment, related to the “orange book” about the importance of having a shared mission? ). Cathy referred to *Governance and Ministry* by

Dan Hotchkiss, in which he argues that the Fiduciary role of the Board includes responsibility for the congregational *mission* as well as its *financial health*.

The Board generated a list of statements about FUSN's purpose:

- It matters what we believe.
- What am I searching for? What is my personal journey?
- Our purpose is the hub of a wheel, that connects all our activities, gives them meaning and direction.
- We are bound together by UU principles.
- The "divine spark."
- Becoming our best selves.
- The search for truth and meaning.
- Our current mission is "We come together."
- Why a mission? Are we cohesively moving together in the same direction, or are we engaged in "parallel play"? (everyone doing something at the same time, but not for a coordinated whole)

Eric commented that FUSN's Welcome to the congregation includes FUSN's long-held mission statement: *We come together in an open community that honors freedom of belief, to encourage spiritual growth in ourselves and our children, to share the wisdom of many religious traditions, with reverence for the earth and in service to humanity.*

John Nichols commented that while this might be sufficient for the older members of the congregation, it might not suffice for the younger ones.

### **Appreciations/Close**

**Meeting adjourned at 9:40PM**