

FUSN Board of Trustees
Tuesday, MAY 9 2017
Children's Chapel, 7:30 pm

Staff Erin Splaine, Minister Rowan VanNess, DLRE	Visitors John Brennan, Operations Council
Board Cathy Morocco, Chair Brian Burba, Vice Chair Gregg DiBiaso Sara Fasli, Youth - absent Josie Greene Eric Haas Julianna Lakowski, Youth Lesley Sneddon Clerk Kit Ryan - absent	

Meeting Highlights:
Update on the upcoming Financial Summit
Review of the Board's work in FY17
Discussion of Board Chair succession models

Invocation / Chalice Lighting/Reading Covenant: 7:32pm

Staff Updates

Erin Splaine

- With Fran Clancy away for a few days, "the energy in the staff hallway just isn't the same."
- We welcomed eleven new members on Sunday May 7 at our New Member Ceremony, and there are more newcomers in the pipeline. It's good to see new families joining FUSN.
- Erin worked with Chris Krebs, Chair of the Welcoming Congregation Implementation Team, in planning the previous Sunday's (May 7) workshop on "Preemptive Radical Inclusion" with Cindy Beal.
- We are deeply saddened at the death of Clare Kastner.
- Erin and the Multicultural Ministry Initiative (MMI) are discussing the UUA leadership crisis, including the resignations of the president and several leaders, and "unpacking" the concept of what supremacy. "How we talk about things matters. This is an ongoing tender spot."
- In a related conversation with Erin, a first grader said to Erin, "Too many people look like me." The child had spoken of this at home and his parents encouraged him to share this with the Minister.

- The Finance Chairs and Annual Budget Drive Chairs report that pledge revenue is currently \$60,000 short of our target. Although this is not the first time the Budget Drive has fallen short, but it is new that we are talking openly about the problem with the congregation. Sharing information is healthy. A letter to the congregation from the Finance Committee outlines three levels of cuts (programmatic, staff hours, and staff, in that order) which the Committee will make to the budget, if Drive results remain at this level. Erin is concerned that some individuals are expressing their anger about the white supremacy work at FUSN by withholding pledge support. The Budget Drive team, Board and Finance Committee will be exploring the varied reasons for the slow return of pledges.
- Erin reported that the Summit Planning Team (Erin, Brian Burba, Susan Bartlett and Judy Curby) expects to include Stewardship as one of the major topics, with the intent of having the congregation "on the same" page with regard to strengthening our Legacy effort and building a better model of long-term stewardship. Trust and transparency allow people to give more fully. Erin expects that both procedures and policy will undergird changes in how all our financial groups work together.
- The team is considering inviting Mark Ewert to serve as a consultant/facilitator to the Summit and has held a preliminary phone conversation with him. Mark knows FUSN well, since he conducted the Next Steps Weekend on Capital Campaign Planning in November of 2014 and has seen FUSN in conflict. He has worked extensively with UU congregations around stewardship issues. His fee for working with the Planning Team prior to the Summit, travel, and facilitating the meeting would be around \$3,200 to \$3,500. Funds might come from the endowment. The Team is considering a number of dates, including the 23rd and 30th of September, or the first weekend in October. A Board member inquired who else would contribute to the planning. (Since this Update, the Summit date has been set for October 14th.)
- Erin would like an opportunity at the beginning of the year to discuss her concerns and priorities with the Board. This could be part of a Board Retreat.

Rowan VanNess

- The upcoming Youth Service will focus on bridging seniors from their experience as a FUSN Youth to their next step beyond FUSN.
- The Youth Circle, a group of adults who think together about issues in the Coming of Age, Coffee House, and other youth programs, has good energy. They are discussing an upcoming service trip.
- On Religious Education Sunday children in all age groups presented skits, talks, and music related to the Seven Principles. They sold their home-baked scones at coffee hour.
- FUSN's 21st Coming of Age Graduation will take place Sunday, May 21st.
- A Youth Programs Coordinator Search Committee is seeking Dani's replacement. She is moving on to serve as an intern minister in Davis, California.
- Teacher recruitment is slow, with only 50% of teachers on board for classrooms under the 7th grade.. We are getting many youth teacher applications. Boys love the teaching!

Procedural

- **The Board unanimously approved the March Board minutes.**
- The Board approved the following delegates to General Assembly: Jacki Rowan, Pat Rowan, Bill Holland, Meg Holland, Susan Bartlett, Bobbie Sproat (off-site) and Demie Stathoplos (off-site). (Note: At a subsequent Board meeting on May 18, Jacqui James was approved as an off-site delegate, and although the Director of Religious Education probably does not need the Board's approval to attend, the Board did later approve Rowan's GA participation).
- The Board received a proposal for FUSN Governance Institutional Memory Committee Charter from Barbara Bates on April 29th, as Barbara promised. The proposal is detailed and requires more time and attention than the Board can provide in the two upcoming final May Board meetings. We will take up the charter in the fall.
- Cathy handed out a schedule of the remaining Board meetings for FY17, the Annual Meeting and fall Congregational Meeting dates, as well as a preliminary schedule of FY18 Board meetings.
- We said a fond farewell to Julianna Lakomski, one of our two Youth members, who is completing her senior year and will be attending college next year.

Generative

Looking Back and Forward. Discussion (Handout: All Board Meeting agendas for FY17).

Cathy opened a discussion of the year's work, including, *What have we learned related to our open questions? What new challenges have emerged? Goals for FY18?* The three open questions that the Board identified at the beginning of year were posted on easels

Stewardship: *Why do people give (more)?*

Engagement: *How can we enhance pathways of connection at FUSN?*

Welcome: *How can we include our differences?*

Rather than focus on individual open questions, Board members made the following general comments about the Board's work:

Our sequence of Board Meeting agendas indicate that we kept our focus on the open questions and kept the flow going over the year.

We made progress on increasing the effectiveness of the Nominating Committee, which met earlier in the year than in previous years and made use of a Trustee job description provided by the Board. The Committee generated several candidates for the Board as well as for other offices, and is completing its work considerably earlier than was the case in past years.

The Board is more effective when it does not micro-manage work delegated to committees. This worked well with the Cindy Beal workshop by the Welcoming Congregation Implementation Team (Note: Our minister, as well as the Board Liaison, provided considerable detailed planning support for the workshop).

We have been engaging in strategic planning in the process of working on initiatives. Balancing visioning and tangible actions is a challenge, particularly for "doers."

Does FUSN need to examine its fund raising philosophy and model? For example, should we have a Stewardship Council or Committee? This is a question for the Financial Summit.

What is the Board policy-making process? In response to this question, Cathy commented that the Board has formed a number of "expert" groups to which we can delegate responsibility, including the Board of Investments, Personnel Policy Committee, and Financial Oversight Committee. It's the job of the Board to get reports from these groups, develop policy in collaboration with them, and maintain communication, so that we "speak with one voice."

Strategic

Models and Recommendations for Board Succession. Brian and All.

As a follow on to the April 11 discussion of Board Chair succession, Brian devoted considerable time prior to the meeting to thinking through possible succession models for Board Chair within a three-year Board term. He sent a paper to the Board prior to the meeting for comment and discussion. He made the following points:

Not every Board member will be an effective Board Chair, and some Board members may not be interested in taking on the role.

The model in which an individual moves into the Vice Chair role in the first year, and then serves as Chair for two years has the advantage of a two-year Chair. The disadvantages are that many new members will come with little knowledge of how the Board works and may feel reluctant to jump into an officer role. The Nominating Committee might feel pressed to recruit candidates because of their potential as a Chair.

Cathy's situation's offers an opportunity for a two-year chair. At the end of her three-year term, she was asked to stay on for another term in order to provide a Chair, which is required by By-Law. She agreed to stay on as a Chair for one year and leave open the possibility of serving a second year. She has now expressed her willingness to serve for a second year as Chair.

Brian's recommendations are:

1. To maintain our current model of Member, Vice Chair, Chair, but when there is a natural fit of will and skill as in our current case with Cathy, we take advantage of the opportunity to have an individual serve for two years.
2. To prepare a new chair as fully as possible for a one-year term, we make the Vice Chair role an apprenticeship under the Chair's guidance.

Appreciations

Close 9:30