

**FUSN Board of Trustees**  
Tuesday, March 28 2017  
(Rescheduled from Tuesday March 14, 2017)  
Children's Chapel, 7:30 PM

<p><b>Staff</b> Erin Splaine, Minister Rowan VanNess, Director, Lifespan Religious Education</p> <p><b>Board</b> Cathy Morocco, Chair Brian Burba, Vice Chair Gregg DiBiaso Sara Fasli, Youth Josie Greene Eric Haas Julianna Lakomski, Youth Lesley Sneddon, absent</p> <p><b>Clerk</b> Kit Ryan</p>	<p><b>Visitors</b> Judy Curby, Operations Council Dan Brody, Chair, Financial Oversight Committee (FOC) Gordon Moriarty, By-laws Advisor Adult Faith Development Task Force: Devon Welles, Andrew Morse, Peggy Ellertsen, Jennifer Lerner</p>
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**MEETING HIGHLIGHTS**

**A Financial Summit will bring together FUSN's financial groups in the fall.  
The Adult Faith Development Task Force finds that many members long for more  
faith and spiritual development opportunities.**

**Invocation / Chalice Lighting/Reading Of The Board Covenant 7:30PM  
Check-in**

**Staff Updates**

*Erin Splaine*

Erin returned from her sabbatical a month ago, grateful for the time. She shared that wonderful work was done in her absence. While away, she spent some time reflecting on

how FUSN (as a system and individuals) reacts to conflict, and expressed a desire to find alternative ways for us to be more present with congregational issues and embrace change.

*Rowan VanNess*

- FUSN has gained many new families and children, bringing good energy. Staff members Dani and Beth have been great in working with them.
- Work is continuing on recruiting Dani's replacement for the coming year. ,
- In a recent Youth Field Trip, Project Adventure in Beverly, older youth interacted effectively with younger kids as the children were observing. The staff is discussing how we can create events like these more often.
- Parent meetings have continued, with the final one scheduled for Sunday March 26th for parents of children in the 3rd grade and younger. This group has a good mix of new parents and families with longer connections with FUSN.
- Youth and adults in the Coming of Age (COA) program are engaged in a restorative justice process regarding an issue that took place in January. The process is moving toward closure, with important discussions regarding trust and theological values.
- Rowan is currently working through the UUA Theology course as part of her credentialing.

**Procedural**

Brian Burba made a motion to approve the December and January 2017 minutes. Eric seconded the motion, which passed unanimously.

**Board Updates/Announcements**

*Welcoming Congregation Implementation Team (WCIT) Update. Eric Haas*

- Cindy Beal will share the pulpit with Erin on May 7 and will facilitate a community-building workshop from 12:00 to 3:00PM on the topic of Preemptive Radical Inclusion. Cindy and Erin will share the role of framing our continuing conversation on inclusion and welcoming. The task is a complex one, involving sensitive issues. A light lunch will be provided and child care is available on request. See Handout: *Preemptive Radical Inclusion: The Practice of Creating Inclusive Communities*. Chris Krebs is the contact for this event.  
<http://www.uua.org/ga/program/schedule>
- The UU Leadership Institute is offering a course this spring entitled, "Transgender Inclusion in Congregations," which is relevant to the Welcoming Congregation work. The course consists of six video lectures, with additional reading and online resources, which can be accessed on the Institute's website ([uuinstitute.org](http://uuinstitute.org)) through the end of June. All of the WCIT and one other member of the congregation have signed up. The WCIT is discussing its title, with a concern about a potentially

misleading overlap with a “Welcoming Congregational Committee” proposed in the Welcoming Congregation Assessment Report.

*Various Updates.*

- Josie has assembled a list of conversations at FUSN regarding how members are supporting the refugee, immigrant and Muslim communities. Josie and Cathy are exploring the possibility of devoting part of the April Board meeting to conversations with FUSN members involved with this work.
- Cathy provided a handout of Board Meeting dates between March and the end of May. in addition to the regularly scheduled May 9th Board Meeting, the Board has two budget-related meetings in May:
  - Thursday May 11.* Board members who are able will meet with the Operations Council for a “roll up the sleeves” session on the FY18 Budget.
  - Thursday, May 18th,* in a full, final Board meeting, we will discuss and approve the final FY18 budget.
- Cathy provided a flyer on General Assembly, which will be held in New Orleans June 21-25, with the theme, “Resist and Rejoice.” FUSN can bring nine delegates. Board members are invited to nominate people, and nominate themselves to serve as delegates.

Josie brought up a question that had been raised by a FUSN member during a meeting of families about supporting refugee and immigrant communities. “If an individual or family (refugee or undocumented) arrives at FUSN’s door looking for help and/or refuge how will FUSN respond?” We need to take into account the limitations of our physical plant and consider legal ramifications, though still we can respond. (In a subsequent meeting, Erin said, “We are a sanctuary.”)

**Strategic/Finance Matters**

*Next steps related to the Financial Oversight Committee Proposal, “Use of Endowment” and Proposed next steps toward FUSN’s financial health.* Cathy, Dan Brody, Erin

Handouts:

- Revised “Proposed Amendments to FUSN Bylaws” by Dan Brody, with the FOC and Board of Investments. March 2017.
- “How is Our Financial Health? An Idea for a Financial Conversation,” by Cathy Morocco. March 28, 2017.

At the January 10th Board Meeting, Dan Brody, Chair of the Financial Oversight Committee (FOC) with Urban Larson, of the Board of Investments (BOI), presented a proposal on the uses of FUSN’s endowments. This evening Dan reiterated the six recommendations of that report:

1. FUSN should amend the FUSN By-Laws to require the Board to adopt a Endowment Spending Policy and an Endowment Loan Policy and require the FOC to report on compliance with those policies.
2. The Board should adopt a new endowment spending policy (this would replace the current policy on Distributions from the Endowment embedded in the BOI Investment Policy and Operating Procedures, updated March 2, 2013).
3. The Board should adopt an Endowment Loan Policy (the proposal presents specific guidelines).
4. The Finance Committee should make changes to maximize the use of restricted funds.
5. The Board of Investment should streamline endowment fund accounting.
6. The Board and the Planned Giving Committee should revitalize FUSN's Legacy Campaign.

Dan clarified that points 4 and 5 are technical accounting issues, and points 2 and 3 are specific recommendations regarding the FY19 budget. FY18 issues remain to be addressed. The FOC has made some revisions to the proposed By-Law amendment.

Cathy summarized the paper, "How is Our Financial Health?" which presents Erin's idea that the Board hold a Financial Summit in the fall of 2017. The Summit will gather FUSN's financial groups and leaders, including the Board, Erin Splaine, Operations Council, Finance Committee, Financial Oversight Committee, By-Laws advisor, Board of Investments, and Annual Budget Drive Team. The Summit will address our respective financial roles and communication processes as well as by-law and policy issues. Participants will develop a list of areas in our financial life that work well, a prioritized list of challenges, and a set of recommendations for addressing the most essential challenges. Erin, Brian Burba, Susan Bartlett and a member of the Finance Committee will serve as a Summit Planning Team.

The Board's reactions to the idea were generally favorable, with some questions and comments :

- Is a By-Law amendment necessary?
- Will the proposed By-Law change prove too restrictive in the future?
- Dan clarified that the proposed By-Law states that the Board will have an endowment spending policy, but does not *specify* the policy.
- In response to a question from Josie about the timing of a Board decision on the proposals, Dan suggested that while it is reasonable to aim for a vote on the By-Laws proposal at the June, 2018 Annual Meeting, there is no reason for the Board to wait to consider voting on the spending and loan policies. Brian requested additional time for "digging in" to understand issue better before being asked to vote.
- Will we need experienced UUA facilitators for the Summit?

Cathy commented that despite the Board's role as the fiduciary, current By-Laws and Board policies contain very little about the Board's financial responsibility. Erin commented that the Board of Investments members used to come to Board meetings at least once a year, but it has not happened recently, so that communication issues have accumulated. From conversations with outgoing BOI Chair, Brian Hicks, Cathy confirmed that more communication would be helpful to the budgeting process. The Planning Team will identify an experienced UUA facilitator in the next weeks.

Erin's idea is to hold a summit in September, then periodically, every two or three years with the Board and our financial partners.

### **Generative**

*Adult Faith Development Task Force (AFDTF). Devon(Chair), Andrew, Peggy, and Jenn*

Each of the Task Force leaders presented a five-minute report on their findings, then Devon presented a set of recommendations. The team then opened the meeting to responses from the Board. Detailed reports are available from the AFDTF.

*Devon - Congregation Survey.* Handout: "Congregational Survey Overview" and "Recommendations." About a year ago, Devon started to talk to FUSN community about how to better support faith development. His key findings include:

- Members engage in FUSN in many different ways and find faith and spiritual connection in the activities they choose.
- A wide array of course topics appeal to members, and the availability of "passionate teachers" should drive the selection of topics.
- Many members want time to share and connect at a personal level.
- Scheduling and extended commitment are obstacles to participation and the best time for faith activities is before or after the service.

*Peggy - Individual Interviews.* Handout: "Interview Themes" and "Adult Faith Development In-depth Interviews: A Summary." Peggy conducted nine personal interviews lasting one to three hours, around six prompts about the individual's faith and spiritual journey. Findings include:

- Many themes emerged including the imperative of learning, rational thought and intellectual freedom, community and fellowship and others.
- All the conversations embodied a search for meaning, a drive toward self-actualization, an orientation to explore multiple contexts for spiritual enlightenment, and a desire for connection.
- Opportunities to serve and be in fellowship are important for many.
- The absence of opportunities to pray and communicate about a belief in a Deity was an unmet need at FUSN.

*Andrew - Outreach to other congregations.* “Handout: Growth through Service.”

Andrew spoke with Laurie Cook of Delaware County, PA and Dan McCannon of the Harvard Divinity School others. Andrew’s insights:

- FUSN is welcoming, but needs work on keeping and engaging members and fostering a deep spiritual commitment
- FUSN needs rituals, encouragement and support for individuals wanting to develop their relationship with God.

*Jennifer - Focus Groups.* Handout: “Report on focus groups.”

Jennifer, with the team, conducted five focus groups, the first at Ferry Beach, with over 100 participants. Her detailed report summarizes the findings and contains the notes from the groups and a sample format. Major finding: “Taken together, members’ responses indicate that there is a need to focus significantly more energy and resources on helping members to collectively and individually understand and practice several of our principles, including: Principle 3 (Acceptance of one another and encouragement to spiritual growth in our congregation) and Principle 4 (A free and responsible search for truth and meaning).

In response to this detail and well-organized presentation, Brian thanked the group for their work and commented that the recommendations are do-able. Jennifer suggested there would be costs related to implementation and a question was raised about what the current costs were of FUSN’s Adult Education program. In response to questions about “what’s next?” Erin and Rowan said they will meet with Devon, Andrew, Peggy and Jenn regarding implementation of the recommendations. Cathy will keep the Board informed .

**Close**

**Meeting adjourned** at 9:57PM