

FUUSN Board of Trustees  
Tuesday, November 13, 2018  
Children's Chapel, 7:00 PM

Staff: Erin Splaine, Minister Amanda Graff, DLRE Board: Chris Krebs, Chair Josie Greene, Vice Chair Theo Burba, Youth Leah Lakomski, Youth, absent Christine Lookner, absent Jon Reuman Demie Stathoplos Brooke Foucault Welles Clerk: Kit Ryan	Visitors: Linda Ross Kim Shanks
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:01 PM.

STAFF-BOT COORDINATION REVIEW: Ensuring alignment of relevant staff developments, initiatives, activities with the Board's activities and responsibilities

Amanda Graff:

- Children's Covenant: teachers commented they don't feel engaged, the covenant feels like an exercise versus feeling UU-oriented, lack deep connection. Plans to create a year-group covenant, essentially a living document, for the kids to carry forward, re-examine over time, to assure the covenant matters to the group of kids who developed it
- Akela (new Children's Music Director), is not herself a UU, is learning our system and the UU philosophy
- The Children's RE (Religious Education) Committee is growing in vision and cohesiveness, working on inclusion, for children and for the congregation as a whole

Erin Splaine:

- The congregation also needs to work on vision & mission
- Last Sunday was spectacular, the choir and music with Anne Watson Born for the Faure Requiem
- Working with the lay minister group, plan to ask some lay minister "emeriti" to return to support the group and the congregation; there was training recently for the lay minister group to help support them in their activities
- Brooke stated she knows people who are interested to help the lay minister group, with activities such as grief support for when FUUSN has members die

GOVERNANCE-BOT-MINISTER PARTNERSHIP: clarifying and strengthening our partnership with Erin



- Clarifying the Minister's roles and responsibilities
- Clarifying the Board's roles and responsibilities
- Assessing how we are doing so far
- Identifying how we can strengthen our working relationship and mutually support one another in our respective roles

#### Discussion points included:

- At the Board of Trustee (BoT) retreat in September one issue discussed was partnership; how are we doing?
- Listening Circles (LCs): perception of divergent goals for the LCs. Need to move forward with surveying the congregation's perceived needs, and to progress with stewardship, one of the LCs' goals is to meet these needs. Minister balances spiritual, leadership, operational needs, ok to have differences between the minister's priorities and the BoT's priorities, with open communication can manage differences. Minister provides long-term continuity as BoT and other committees shift in membership, goals.

#### GOVERNANCE/PROCEDURAL: Review and agree on Board Priorities grid for managing and tracking our ongoing progress toward achieving this year's Board priority goals: Handout, Board of Trustees Priorities 2018-2019

- Discussed committee and liaison roles
- Discussion regarding merging priority 1& 3
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- Demie: Priority 4; met with Conflict Resolution Team members, Dwight Golann & Cindy Orrell, and Josie, to generate ideas
- Priority 5: ABD (Annual Budget Drive), need to unbundle, there is a lot material in the priority. Josie will work on this
- Brooke reported the Adult Faith Formation group has completed its initial work. Now need to decide how to move forward

#### STRATEGIC-CONGREGATIONAL PRIORITIES: Review Listening Circles Initiative and Discuss Next Steps

- Updates regarding Listening Circle experience
- Remaining Date or Dates
- Expanding the modalities/vehicles for eliciting Congregational input and awareness
- Expanding Board participation in the conversational process
- Further outreach to specific constituency groups
- Plan for organizing data and providing feedback to leadership and the Congregation
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- Jon reported one person came to most recent LC event
- Josie reported she has received positive feedback from congregants about the Board LC to receive feedback. Attendees have been engaged and interested
- Demie will collate notes, organize the information gathered so far



- Discussion about how to reach congregation and obtain their feedback other than sit-down face-to-face meetings, such as social media (e.g. FaceBook), Zoom video meetings, multiple avenues may be used. Need to assure not to overwhelm recipients with multiple messages though. Josie suggested specific persons may serve as point of contact to reach various demographic groups within the congregation
- Chris to draft a letter to the congregation to address the LC 5<sup>th</sup> question

#### PROCEDURAL: Vote to approve BOT meeting minutes for October 2018

- Vote to approve BOT meeting minutes for October 2018: Gayle Smalley did a legal review of the parking lot proposal, discussed with Ted Hess-Mahan; process is continuing. Motion to approve October minutes made by Demie, seconded by Brooke, passed unanimously
- Vote to approve Committee Chairs for Finance Committee (Karen Bottar/Brian Gill), Buildings and Grounds (Laurel Farnsworth), RE Council (Stephanie Kendall: Motion to approve Committee Chairs made by Theo, seconded by Josie, passed unanimously
- Brief Review of Welcoming Congregation (WC) Renewal Application and Board approval for next steps: Linda Ross reported the Welcoming Committee renewal application is complete, however the UUA has changed the requirements. UUA will accept the FUUSN application however. Demie greatly appreciated the WC committee's work, very comprehensive. Jon asked whether there were other UUA measures for congregations to attain; Amanda mentioned Safe Congregations; Jon will follow up

#### STRATEGIC-STEWARDSHIP: Topic of Finance and Stewardship deferred to special meeting of the Board to be scheduled before our next meeting)

Identify key elements of a broad-based stewardship initiative that provides both structural support and stewardship culture enhancement. Handouts: Financial Summit Priorities across financial groups; FUUSN Financial Summit notes

- Review and discuss recommended action steps from 2017 Financial Summit
  - Discuss division of labor between BOT and OPS
  - Discuss key structural supports (e.g., Board role vs. Stewardship Council)
  - Identify key channels for BOT communication with Congregation
  - Discuss upcoming December 2<sup>nd</sup> open meeting on the budget process and stewardship
  - Review status of this year's Budget Drive team
  - Set dates (Dec) for Board establishing budget priorities & ABD financial goal (Jan)
  - Clarify next steps for this initiative and delegate who is responsible
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- Chris to write up BoT and Finance ??)from Cathy Morocco, will send out to BoT members ?
  - Jon asked who is coordinating oversight to assure that we are accomplishing the priority goals identified at the Financial Summit? Demie and Josie will follow up on the topic
  - Chris discussed the rationale for a Stewardship Council
  - Need to communicate with congregation regarding financial summit information
  - ABD team is part of stewardship initiative, but needs to keep its focus on the ABD. Lay ministers, lay council should be included/involved.



- Josie asked about quarterly budget report which the Finance Committee publishes yearly in October and communicates to congregation. she will follow up with Brian and Karen about this.
- Dan Brody reached out in regards to concerns about FUUSN no longer being a “fair share” contributor of UUA dues. He plans to attend the 12/2 congregational meeting to share his viewpoint and ideas.
- Reminder of 2 December plan meeting to debrief the congregation regarding the June 2018 Annual Meeting
- Josie will send doodle-poll to plan an ad hoc meeting to discuss finance/Stewardship

CLOSE

Meeting adjourned at: 9:00 pm.













