

FUUSN Board of Trustees  
Tuesday, September 24, 2019  
Children's Chapel, 7:00 PM

Staff: Erin Splaine, Minister, absent Amanda Graff, DLRE, absent Board: Chris Krebs, Chair Christine Lookner, Vice Chair Karen Burns Ted Hess-Mahan Will Kisiel, Youth, absent Clark Lakowski, Youth Siena Lerner-Gill, Youth, absent Demie Stathoplos, absent Brooke Foucault Welles Clerk: Kit Ryan	Visitors: Susan Bartlett, Operations
--	---

INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:05 PM.

MONTHLY REVIEW: STAFF-BOT COORDINATION: Aligning staff development, initiatives, activities with the Board's activities and responsibilities:

Amanda Graff: per email with Christine

- RE (Religious Education) year off to a good start, even without filling the Assistant DLRE position yet filled. Beth has been helping.
- This is a challenging time of year to find applicants; currently none have applied for the renewed search.

Erin Splaine: Medical leave.

CONGREGATIONAL APPRECIATIONS: Board recognition of members of the Congregation who have gone above and beyond in their recent co-ministry of FUUSN

- Discussed management of overlap of member recognitions with those of the Operations Council. While Ops writes thank yous, the board should acknowledge folks at the meeting for recognition in the notes, as well as for in person thanks when seen.
- Individuals to be acknowledged:
  - Ron Margolin, Community Breakfast
  - Sue Skoler, funeral service for Allan Hartman most recently, and for many others.

GOVERNANCE: Handouts, FUUSN Governance Update, emailed to group; Charge for Stewardship.

- Review function of Board as governing team engaged in discernment of congregational priorities, longer-term visioning and strategic direction, congregational stewardship.
- Discuss our collective governance vision, our hopes, aspirations, and priorities for the next eight months as a BOT and as an inclusive working team collaborating together in leadership.

Discussion points included:

- Barbara Bates presented to the BoT (Board of Trustees) last year, based on her work and document developed in 2009.
- BoT focus components are:
  - Fiduciary
  - Generative
  - Strategic
- It is very challenging to keep the focus on these areas.
- Encompassing all these components, work on the Stewardship group (name to be determined, Team, Council, or other) will be on priority for this FY (fiscal year).
- Last year the focus was inward, towards the congregation members, to assure members felt that they were heard, to identify needs within the congregation such as the need to connect, and the goals desired. FUUSN managed to improve its status with the budget; will work this year on staffing issues. The RE program is an important entry point for members, as it brings families in and re/engages its volunteers; Membership is also an important position to help bring people in to FUUSN, especially as Newton's demographics are shifting.
- This FY the focus will be developing our future, to include stewardship, and our vision for the next 5 years.
- How do we measure outcomes? Without goals, how do we know the impact? In reference to setting goals for the BoT, Chris mentioned author Gil Rendle, United Methodist Church, who wrote *Doing the Math of Mission* and *Quietly Courageous: Leading the Church in a Changing World*

GENERATIVE/OPEN QUESTIONS: Revisiting FUUSN's current and future identity, mission, and ministry. How do we invite members of the Congregation into an intentional conversation about each member's future and FUUSN's future? How do we sustain this conversation over the coming year in multiple venues?

- Proposed questions to explore as part of an intentional congregational conversation:
  - Who am I now? Who am I called to become? *Or who do I want to become?* (additional from Karen in discussing the meaning of "calling.")
  - Who are my neighbors (geographically proximate and global)? With whom do I want to be better connected? And who do I want to be part of our community?
  - What am I called to do? What is my mission/purpose?
  - What outcomes do I want to realize for myself and for others?
  - What is my vision of my life and FUUSN five years from now?

Discussion points included:

- Erin and the lay ministers are working on reimagining shared ministry.
- In regards to the FUUSN mission statement, it was reworked in 2009. It should derive from the congregation's goals; how is this elicited? FUUSN works to be a community together, but members' understanding of our mission per se may be diffuse or disparate.
- We need to identify where are we going, but simultaneously be able to tolerate ambiguity and the questioning process. How do we engage the congregation members in this conversation?
- The BoT members then discussed the meaning of the questions for themselves: some of the questions change their meaning as members experience life transitions, so how to enhance the sense of community as members experience life changes?

GOVERNANCE/STEWARDSHIP TEAM: Update from Stewardship sub-group: Handout, Charge for Stewardship (as above in Governance discussion).

- Revised Stewardship team charge
- Current status on recruiting for Stewardship team
- Additional action steps and target dates in forming stewardship team

Discussion points included:

- The BoT will promote its focus for the Stewardship group. Stewardship will be the implementation arm/resource to promote the BoT mandate for not only fiduciary responsibilities, but in addition the generative and strategic aspects. The goals include avoiding adding "just another committee," plus averting diversion of or overlapping/multiplying authority within FUUSN.
- The need for Stewardship was a finding from the 2017 Financial Summit. It is an answer to the congregational members longing to re/connect with FUUSN and its community. The desire for deeper connection had also been noted by the ABD (Annual Budget Drive) teams and the Listening Circles feedback. The Stewardship group should foster FUUSN congregation members' engagement and productive contributions within the FUUSN community and our community outside FUUSN, beyond merely financial contributions, thus promoting a cultural change for the congregation.
- To support the Stewardship group, there are congregational members who have valuable skills and might be willing to contribute, but may feel they need leadership development to participate in the FUUSN work. Susan reported there have been past efforts to create leadership development, and this remains a goal.
- It is important to get the group up and functioning; it should connect with other groups within FUUSN, to help set its goals, respond to feedback such as that from the Listening Circles.

- Christine reported that as she, Demie and Josie Green worked on the Stewardship project last year, they did not receive willingness to participate or support the stewardship group.
- The next steps should be to determine who to recruit, the skill sets needed, and very importantly, how to recruit members as per Christine's report; especially those who declined to participate or who verbalized that the stewardship concept will not work.
- Brooke will attend the November Operations Council meeting (their retreat is in October), discuss the stewardship charge

GOVERNANCE/MINISTRY REVIEW FORMATION: Update on Shared Ministry Review and Next Steps: Elli Crocker-Morse is prepared to move forward after Erin returns from her medical leave.

STEWARDSHIP/MEMBER OUTREACH: Update on Summer Outreach Project to members:

- *This item was tabled for another meeting*

PROCEDURAL/BOARD LIAISON ASSIGNMENTS: Review and revise individual BOT liaison responsibilities:

- No changes needed currently.

ADDITIONAL BUSINESS:

- Chris followed up with Rowan Van Ness to confirm that the Board voted unanimously via email to confirm FUUSN's sponsorship of her aspirant status. The necessary documentation was sent via snail mail to the UUA Ministerial Fellowship Committee in early September so she would be able to attend the September UUA NE retreat.

- Christine made the motion to discuss the Stewardship charge at the Operations Council; the motion was seconded by Brooke, and passed unanimously.

Meeting adjourned at: 9:04 pm.