

FUUSN Board of Trustees
Tuesday, March 24, 2020
Virtual Zoom Meeting, 7:00 PM

<p>Staff: Erin Splaine, Minister Amanda Graff, DLRE Board: Chris Krebs, Chair Christine Lookner, Vice Chair Ted Hess-Mahan Will Kisiel, Youth, absent Clark Lakowski, Youth Siena Lerner-Gill, Youth Demie Stathoplos Brooke Foucault Welles Clerk: Kit Ryan</p>	<p>Visitors: Susan Bartlett, Operations Judy Curby, Treasurer</p>
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:09.

UPDATE ON STAFF AND CONGREGATIONAL RESPONSE TO COVID-19 SITUATION:
Aligning staff development, initiatives, activities with the Board's activities and responsibilities:

Erin Splaine:

- The FUUSN staff are working hard, need to consider their schedules to ensure they can maintain a sustainable pace. The staff have really stepped up to develop and offer virtual content; creating ways to connect with each other.
- Plan to assure connection with all FUUSN members, starting with our most vulnerable.
 - Managing uncertainty and the various changes as the COVID situation evolves.
- Opportunity to evaluate what activities, connections, are valuable or necessary to members. Helps to identify existing issues.

Amanda Graff:

- Working with the parents' Facebook group, to determine what is needed, what FUUSN virtual offerings are helpful, what may not be useful.
- The 2 primary concerns are: 1. Reaching out for connection, and 2. Supporting spiritual practices.
- Plan to schedule Youth meeting next month.
- There are ongoing discussions with the UUA and other faith organizations regarding how to support families, parents, and how to provide RE in the home.

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

- The staff are all working hard, and being innovative and supportive.

- Jud Leonard, Bob Persons, and Greg Sullivan have been tremendously helpful with technology issues
- The Annual Budget Drive team-- Elizabeth Greer, Michael Costello, Julia Huston and Rob Gifford--have demonstrated flexibility and initiative.

FINANCIAL: Update on UUA Annual Program Fund contribution (UUA dues): Judy Curby and Susan Bartlett:

- Discussed how the FUUSN budget has been recalculated; Social Action special collections, capital expenses such as Building and Grounds are calculated separately from the operational expenses, which are the basis of the UUA dues calculations
- For the current FY (fiscal year) the recalculation will reduce the UUA dues by ~\$1500; for the next FY the UUA dues will be ~\$40,000 versus \$48,000.

GENERATIVE: Exploratory discussion of congregational priorities and the Board's longer-term vision for FUUSN. Deferred.

FINANCIAL/BUDGET DRIVE:

- Update on ABD (Annual Budget Drive).
- Stewarding outreach effort.
- Board member involvement in stewarding.

Discussion points included:

- Elizabeth Greer reported in a recent email to the Business List that there have been 67 pledges to date, for ~third of the goal. The early pledgers may be more substantial donors; plus, donors may need to recalculate their donations in the wake of the current economic downturn.
- Discussion regarding stewardship; process has been well underway; Board members will be available to support stewardship. The ABD deadline was discussed; Operations has also been discussing the issue. During the COVID quarantine period will consider a hiatus for the stewardship calls. Depending on the quarantine situation, and feedback from the ABD team, may pause, then resume the ABD in April.
- If necessary, at the Annual Meeting there may be a vote for a continuing resolution for a period if we are unable to complete the Annual Budget Drive in the projected time frame.

GOVERNANCE: UPDATE ON MINISTRY REVIEW PROJECT

- The Ministry Review group has been doing a great job.
- Erin reported she has reviewed her input to date with Elli Crocker-Morse; she will complete her notes to Elli, for the group to organize their report, which should be prepared by the end of April.

PROCEDURAL: Vote to approve BOT meeting minutes for February 2020: Vote to approve BOT meeting minutes for February 2020. Demie moved to approve the minutes; the motion was seconded by Christine. The motion passed unanimously.

GOVERNANCE/PRIORITY PROJECTS: Update/Next Steps on Board Priority Project on Stewardship. Deferred.

GOVERNANCE/PRIORITY PROJECTS: Update/Next Steps on Covenant Project. Deferred.

GOVERNANCE/PRIORITY PROJECTS: Update/Next Steps on Future Staffing Plan Project (future staffing structure, succession planning, hiring practices, diversity focus, etc.). Discussion points included: There is one candidate who has been interested in the ADLRE/Youth position; given the status for the ABD and the potential uncertainty for the budget, the search committee will put the process on hold, and so inform the candidate.

GOVERNANCE/PRIORITY PROJECTS: Update/Next Steps on project to revisit & clarify FUUSN's Mission/Purpose: develop platform and forums for congregational & adult faith conversations. Deferred.

GOVERNANCE/PRIORITY PROJECTS: Update/Next Steps on project to develop FUUSN virtual presence and social media communications strategy: Deferred.

ADDITIONAL BUSINESS:

- Karen Burns has resigned from the Board, will continue with her work on the covenant. Discussion included quorum size (4); since there will be 3 scheduled meetings left before the Annual Meeting the Board will continue with its current membership.
- Sabbatical for Anne Watson Born, music Director. The Concord congregation has shared a letter for its Music Director's sabbatical. The PPC is in concurrence. We will revisit in April, plan to build the sabbatical into the budget for the next FY.
- How to lead in uncertain times:
 - Connection is the priority
 - When the community situation is so uncertain, recommend focussing on what we can control.
 - Will send a 1-2 paragraph statement to the congregation that regardless of the uncertain community situation, FUUSN is here.
 - Will continue to coordinate with Operations Council; may move to more frequent, shorter meetings. Will have a joint BoT/Operations Zoom meeting next week, 31 March.

Meeting adjourned at 9:13PM.