

FUUSN Board of Trustees
Tuesday, January 28, 2020
Children's Chapel, 7:00 PM

Staff: Erin Splaine, Minister Amanda Graff, DLRE 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 Brooke Foucault Welles Clerk: Kit Ryan	Visitors: Laurel Farnsworth, Operations
--	--

INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:03PM.

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

Erin Splaine: Discussed overview of past week events and next week upcoming events and activities.

Amanda Graff:

- Aoife has begun as ADLRE; has past experience. Erin O'Donnell and the search team will launch the search for the full-time ADLRE in February.
- Will be working on Adult Faith Development with Erin.
- Also working on how to support special needs; there are a variety of needs for children, youth, and adult congregants.

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

STRATEGIC/FINANCIAL: Final review of Board budgetary priorities for FY2021. Handout: FUUSN Board Priorities for FY21 Budget.

- Final review of the budget priorities.
- Sent to the Finance Committee.
- Laurel reminded the group that Karen Bottnar does the f-year projections.

FINANCIAL/BUDGET DRIVE: Preliminary Discussion of Board budgetary priorities for FY2021.

- Discuss and agree on provisional budget drive target for this year's Budget Drive.
- Gain commitment for Board member's participation in this year's Budget Drive.

Discussion points included:

- The ABD (Annual Budget Drive) target gets set by the BoT (Board of Trustees).
- Last year the ABD raised approximately \$600,000; targeted 3% increase per PPC (Personnel Policy Committee), did not use cost of living.
- The impact of increasing the Membership Coordinator position to full-time, for salary and benefit costs versus impact for the congregation. Also discussed the effect of the UUA's contribution projected increase.
- BoT members are encouraged to increase individual engagement with the ADB efforts as a demonstration of commitment.
- Demie motioned to set the ABD target to be \$635,000, the motion was seconded by Ted, passed unanimously.

- Additional discussion points: these will need further Board discussion and congregational discussion at the Annual Meeting:
 - FUUSN is facing some large capital costs: roof, potential for geothermal/heat pumps (*organ?*)
 - Need 3-year goal for funding staffing plan.

FINANCIAL/UUA PROGRAM FUND CONTRIBUTION:

- Educate Board members about UUA fair share contribution formula and implications for FUUSN.
- Agree on how to develop appropriate funding formula for annual program fund contribution.

- Ted reported that Susan Bartlett, Operations, has contacted the UUA; response is pending, may be a few months before we hear back.

GOVERNANCE: Future Board membership: Collect Board input for Nominating Committee. Christine reported that the NC has met, and the characteristics sought for the BoT candidates. If there are other ideas, or questions, the BoT members will follow up with her, including the rest of the Board in the conversation.

GOVERNANCE: Update on Ministry Review Project (February-March).

- Elli Crocker-Morse has hosted the review team's 1st meeting. The team is working on the questions to be used to solicit feedback. Feedback will not be anonymous.
- Dates are set for congregational meetings; it was noted some of these dates fall within school spring break.
 - Sunday, February 16, 11:30 – 12:45

- Sunday, February 23, 11:30 – 12:45
- Wednesday, February 26, 7:30 – 8:45
- Saturday, February 29, 11:15-12:30
- There will be some on-line forums available.

GOVERNANCE/STRATEGIC: Update on Stewardship.

- Review of reimagining Stewardship.
- Review of expanded Stewardship team charge.
- Stewardship team recruitment.
- Focus on priority Stewardship projects—FUUSN Engagement Initiative (May start date?).

Discussion points included:

- Reviewed past discussions of stewardship purpose, charge, team.
- There is an example of a service project going on in Maryland.
- A pilot could utilize the Realm database; recruit a team of 3-5 people, conduct 10-12 interviews with congregants, based on questions based identified in the newsletter. The pilot interviewers could train future interviewers.
- Discussed timing in reference to ABD; plan to start pilot in May.

GOVERNANCE/STRATEGIC: Update on Covenant project.

- Discuss process for covenant development.
- Develop timetable for covenant development (April-May?).

Discussion points included:

- Karen has met with Siena.
- What is the mandate? Need guidance on the purpose, aspirations, and what would FUUSN do if members do not meet the covenant?
- Will develop some questions, possibly goals for the covenant project, possibly April/May.

GOVERNANCE/PRIORITY PROJECTS: Updates on other priority projects:

- Develop Future Staffing Plan (future staffing structure, succession planning, hiring practices, diversity focus, etc.).
- Looking Outward--Gaining a deep understanding of FUUSN's current and future operating environment (identify key aspects to understand, research these, prepare report).
- Clarify FUUSN Purpose/mission.
- New proposed priority project: develop FUUSN social media communications strategy (identify Board member to coordinate project).

Discussion points included:

- Future Staffing Plan: Brooke will meet with Erin and Amanda; developing aspirations.
- Looking Outward: Demie and Christine are outlining aspects for the project.
- Clarify FUUSN Purpose/mission: Ted will continue to work on this.

PROCEDURAL: FUUSN Sunday Board Welcome Sign Up Open Slots: 2/16, 2/23, 3/1, 3/8, 3/22, 3/29, 4/19, 4/26, 5/10, 5/24, 5/31, 6/14, 6/21. Follow up by email.

ADDITIONAL ISSUES: Sanctuary

- Discussion regarding whether FUUSN can serve as a sanctuary for persons subject to deportation/ICE detention.
- There are issues for long term, even short-term sanctuary versus emergency support.
- Issues include: lack of shower facilities for persons with extended stays.
 - no hot water in upstairs kitchen.
 - Impact for the children and staff of Pine Village.
 - Geographic location opposite the Newton Police Station.
- Bedford has a sanctuary congregation; Erin will contact them to discuss the relevant issues, will include Brooke and Chris. The UUA site has information about actions congregations can take at various levels.
- Sanctuary status overlaps with Social Action.
- Need to discuss with congregation what plan we can support.

Meeting adjourned at 9:00pm.